

# THE OSHAWA WORKER

VOLUME 64 • NUMBER 10 • DECEMBER 2005

Since 1943... The newsletter of Canadian Auto Workers Local 222

## PRESIDENT'S REPORT

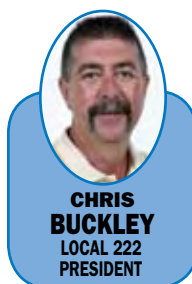
# Fight Is On For Survival Of Our Auto Industry

**S**ince returning from General Motors negotiations I have received numerous calls from our retired members, disappointed and offended that to date they are not eligible for the newly-negotiated "vehicle purchase plan." This program along with the auto insurance subsidy were bargained to boost our declining auto industry and try to gain relief from the ever-increasing price of auto insurance.

During bargaining the Big Three did not want to increase their structural cost but as a Union we broke new ground with these two items. We will continue to pressure the Companies to include our retired members in the vehicle purchase plan and our intent is to resolve this issue in favour of our retirees. With the way things are unfolding around our auto industry, it is certainly a relief to know that negotiations with GM are behind us and we

were successful in negotiating a good collective agreement in very difficult times. There is strong speculation that GM will announce their restructuring plans by mid-December. Remember earlier this year the Company had announced they planned on

see **FIGHT** – page 2

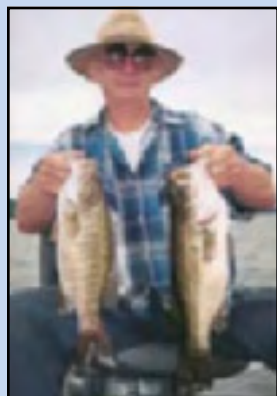


**CHRIS BUCKLEY**  
LOCAL 222  
PRESIDENT

CAW  TCA  
LOCAL 222

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# Fight Is On For Survival Of Our Auto Industry

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eliminating 25,000 jobs in the United States, so hopefully we have dodged the bullet for now.

On Nov. 11, 2005 there was a special CAW Auto Parts Council meeting held in London. During this meeting all delegates were updated by CAW National President Buzz Hargrove on the current Delphi situation and the potential negative impact throughout the parts sector of our Union. The CAW represents 36,000 members who are employed by auto parts suppliers. Delphi is demanding huge concessions from its workforce including a 50 percent wage reduction and also health

care cuts. If they are successful in obtaining these concessions it could make our highly competitive industry even worse. Remember automakers do not care where their parts come from as long as they are the lowest cost possible which already puts extreme pressure on our parts sector.

Our Union has a strong history of moving forward not backwards for its members. History has proven that concessions do not protect workers, they only enable the wealthy to become wealthier. As a result of this auto parts council meeting the resolution below was debated and supported unanimously.

## CAW Emergency No-Concessions Resolution

- 1** The CAW and its local unions will not accept concessions in wages, pensions, or benefits in its auto assembly or auto parts contracts.
- 2** The CAW and its local unions will not open its collective agreements before expiration because employers want to bargain concessions.
- 3** The CAW and its local unions will remain open and flexible to work with employers and governments to enhance the viability of Canadian auto plants by investing in new technologies or products, enhancing productivity, maximizing utilization, and improving work practice.
- 4** The CAW will mobilize all of the resources of the National Union to support local unions who are resisting employer demands for concessions, and will oppose concessions using every non-violent option available to us (up to and including demonstrations, occupations, plant shut-downs, and refusing to handle “hot” auto parts).
- 5** The CAW will step up its fight for a fair auto trade policy to open opportunities for North American auto exports, and control the one-way flow of imports that is the ultimate source of our industry’s crisis.
- 6** The CAW will continue to fight for fair laws to ensure that collective agreements in Canada cannot be unilaterally rewritten under bankruptcy protection proceedings, and to ensure that pensions and other post-retirement benefits are secured by a combination of private and public commitments.

The next few years are going to prove to be extremely challenging for all of us who rely on the auto industry. We must unite as never before on both auto assembly and auto parts if we are going to survive and secure our future and the future of our families.

We must continue to fight for our survival by educating and communicating to people in all of our communities the importance and the impact of our industry. We must also continue to force our Government to open their eyes to what is happening to our industry and the damaging effects of the current unfair trade policies. It makes me sick to my stomach when I hear our current federal government now wants to enter into a free trade agreement with South Korea.

What a disgrace. Right now our country’s door is wide open to imported vehicles and parts. Why don’t they take it right off the hinges and totally destroy what we have left of our once strong and proud industry. As you can see, brothers and sisters, we are in the fight of our lives. It will take a collective effort by all in order for us and our families to secure our futures. CAW members know how to fight and that’s just what it will take to survive.

On a different note, I would like to take this opportunity to congratulate Brother Pat Blackwood, the Skilled Trades Chairperson of the GM Unit, who has accepted a position as a National Union staff representative. Thanks for your many years of dedicated service and contributions to our trades members of Local 222 Pat, and all the best in your future.

With Christmas just around the corner I would like to wish the entire membership of Local 222 and their loved ones a very Merry Christmas and a Happy New Year.

Remember as a Union we will be faced with a number of challenges as we move forward. We will be successful if we all remain united, right from our rank and file members on the shop floor to the leadership of this Union.

In Solidarity. 

# Season's Greetings



Chris Buckley



Charlie Peel



Jim Hoy



Jim Beaudry



Bill Mutimer



Rick Borg



Steve Bullock



Doug Crough



Doug Beers



Angie Legere



John Sinclair



Tony Moffat



Ernie McKean



Ed Ochej



Jim Kelly



Larry Williams



John Johnson

from your **CAW TCA**  
**LOCAL 222 Executive Board**

## CAW TCA LOCAL 222

is an amalgamated Local  
made up of the following units:

**General Motors of Canada** (Oshawa)  
**Lear Corporation** (Whitby)  
**Johnson Controls** (Whitby)  
**TDS Automotive** (Oshawa)  
**AGS Automotive** (Oshawa)  
**PPG Canada** (Oshawa)  
**Armada Toolworks** (Lindsay)  
**Woodbridge Foam** (Whitby)  
**St. Marys Cement** (Bowmanville)  
**Oshawa Transit** (Oshawa)  
**Mills Pontiac Buick GMC** (Oshawa)  
**Whitby Transit** (Whitby)  
**Minacs Worldwide** (Oshawa)  
**Columbus McKinnon** (Cobourg)  
**Kerr Industries** (Oshawa)  
**Haden Environmental** (Oshawa)

### CAW LOCAL 222 EXECUTIVE BOARD

**President** – Chris Buckley  
**Financial Secretary** – Charlie Peel  
**First Vice President** – Jim Hoy  
**Second Vice President** – Jim Beaudry  
**Recording Secretary** – Bill Mutimer  
**Sergeant-At-Arms** – Rick Borg  
**Guide** – Steve Bullock

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**Board Members At Large**  
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Ernie McKean (Lear Corporation)  
Ed Ochej (AGS Automotive)  
Jim Kelly (TDS Automotive)  
Larry Williams (Johnson Controls)

**Board Member At Large  
(Balance of Local)**  
John Johnson  
**Female Board Member  
At Large**  
Angie Legere  
**Retirees' Representative**  
John Sinclair

**Editor**  
Joe Sarnovsky

**Editorial Board**  
• Chris Buckley • Charlie Peel • Bill Mutimer •

To the readers: The views and opinions expressed by various writers are their own and not necessarily those of the Editor nor of the Administration of Local 222. Unsigned material will not be printed. Please sign your Letters To The Editor and include your printed name, address and phone number. **The Oshaworker** reserves the right to edit material submitted.

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**1425 Phillip Murray Avenue, Oshawa, Ontario L1J 8L4**  
**905-723-1187 1-800-465-5458 — Fax 905-436-9515**  
Local 222's e-mail address is: [local222@idirect.com](mailto:local222@idirect.com)  
Local 222's web site is at:  
[www.cawlocal.ca/222](http://www.cawlocal.ca/222)



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email: [local222@idirect.com](mailto:local222@idirect.com)

# Health & Wellness Program Proceeding At GM

**H**ealth & Wellness is a program first negotiated in 1999 to try to help our members, active and retired, lead a healthier, more active lifestyle.

Some of the goals are to help give useful information on nutrition, healthy eating habits, exercise and diabetes testing.

As well, a free flu shot clinic is being held at our CAW Local 222 Union Hall for our GM retirees on Tuesday, Dec. 13, 2005 from 8 a.m. to 1 p.m..

Hopefully before much longer there will be activities within the Oshawa plants our membership can get involved with. It is common knowledge the healthier you eat and the more you exercise, the longer you live.

## Pre-Retirement Course In French

I have talked with the CAW National repre-

sentative for retirees' programs, Dean Lindsay, and we will run a pre-retirement course in French in the new year. Please fill out an application for the pre-retirement course found on page 18 and check the box at the bottom right. We will contact you when the first class starts.

Pour nos membres francophones, je suis heureux de vous informer que durant la prochaine année nous offrons le cours de pré-retraite en français. Vous n'avez qu'à remplir le formulaire d'application dans l'*Oshaworker* à page 18 et indiquer "cours en français, s.v.p."

## News From The USA

It seems like every week the news is reporting how close General Motors is to Chapter 11 bankruptcy in the United States and a lot of the economic analysts are telling them to do so. Thank goodness General Motors is not listening to them and are trying to pull through

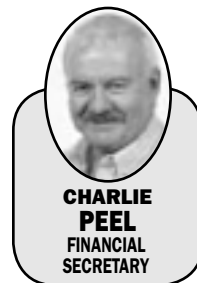
these tough times on their own.

Our overall sales are down and for the first time in Canada the Big Three is no longer General Motors, Ford and Chrysler. Imports are taking over and this is just not right. We match if not better their quality and price and just think about in this area alone, over 16,000 CAW jobs are directly tied into General Motors, plus there's the salary staff, dealership jobs etc..

All the imports employ are their dealerships, with the exceptions of the plants in Alliston and Cambridge.

Now you know why we have a Buy Domestic campaign to try to save our jobs and pensions.

In spite of the doom and gloom, I hope everyone has a joyous holiday and a Happy New Year. 🍁



**CHARLIE  
PEEL**  
FINANCIAL  
SECRETARY

## GM SHOP COMMITTEE CHAIRPERSON AND FIRST VICE PRESIDENT'S REPORT

# All Union Members Need To Be Aware Of Issues Affecting Our Future

**A**s you are aware from last month's *Oshaworker*, part of Local 222's agreement with the Company included retirement incentives in the form of \$25,000, \$50,000 or \$70,000 lump sums at the time of retirement, based on credited service. There is also an incentive retirement package for skilled trades workers. Once we returned from negotiations, the Company said they would not honour the agreement and offer the retirement incentives because of the plants' needs for additional workers. We have spent many weeks in discussions with the Company on this issue, since it was clearly agreed to as part of the collective agreement that you ratified. At the time of submission of this article in mid-November, the Employment Office is planning to canvass all members starting the week of Nov. 21, 2005 for interest in the various incentives and retirement dates. If you have any questions on these programs, please contact your pension representatives, Bill Mutimer and Chris Smith, as they have all the information regarding these incentives.

Despite difficult times in the auto industry, Oshawa's situation continues to be quite positive even near the end of the year as the

plants usually engage in large-scale layoffs to meet their headcount targets. The Truck Plant launch has called for large numbers of additional workers. Since there are only 69 people on the preferential hire list, it is anticipated that all preferential hires will be offered employment in Oshawa, as well as all remaining ACSYS employees. Even with the de-rate of the Buick Plant in the February time frame, we anticipate that we will be in need of people rather than laying people off.

The Union received notification during the second week of November that the UAW in the United States agreed to concessions in their national benefits agreements to reduce costs in the American plants. The much higher health care costs in the States have helped the Canadian plants to be more competitive in comparison, so the UAW's willingness to make these concessions takes away that Canadian advantage. Obviously, we have many other advantages in Oshawa with our award-winning quality and efficiency. However, it is important for you, the membership, to be aware of all the issues affecting our futures in the auto industry.

As Oshawa-Wide Chair of the GM Unit and Vice President of Local 222, I am very dis-

turbed by the divisive politics taking place in the Truck Plant by a handful of elected representatives. Their blatant lies and scare tactics have done nothing to benefit the membership or to strengthen the union. In fact, their actions are nothing but anti-union. All of the Chairs and the rest of your elected Shop Committee encourage all members to stand united during these difficult times. Our history as a Union has demonstrated that unity is the only way that we can survive and grow to the benefit of us all.

On a more positive note, I would like to congratulate Brother Pat Blackwood on his recent appointment to the National Union. I know that his many years of experience at all levels of the Union leadership and his desire to represent the membership of the CAW to the best of his ability will make him a welcome addition to the National CAW staff. I will miss having Pat on the Oshawa Shop Committee and thank him for his support. 🍁



**JIM  
HOY**  
GM SHOP  
COMMITTEE  
CHAIRPERSON  
& FIRST  
VICE PRESIDENT

# CAW Local 222 Financial Report

## Covering The Month Of September, 2005

|                         |                     |
|-------------------------|---------------------|
| Total Receipts .....    | \$ 1,079,266.98     |
| Total Expense .....     | <u>1,065,464.60</u> |
| Surplus (Deficit) ..... | \$ 13,802.38        |

### CAW Local 222 Balance Sheet As At September 30, 2005

**ASSETS****CURRENT ASSETS**

|                                   |                     |
|-----------------------------------|---------------------|
| Cash .....                        | 399,127.67          |
| Bank .....                        | <u>653,412.28</u>   |
| Total Bank .....                  | 1,052,539.95        |
| Deposit – AWCU .....              | 37,640.17           |
| Due from Dental Centre .....      | 46,894.39           |
| Dominion of Canada Bonds .....    | 12,000.00           |
| Short Term Investments .....      | <u>772,185.48</u>   |
| <b>TOTAL CURRENT ASSETS</b> ..... | <u>1,921,259.99</u> |

**Fixed Assets**

|                                  |                     |
|----------------------------------|---------------------|
| Land .....                       | 615,195.00          |
| Buildings .....                  | 2,829,533.00        |
| Equipment .....                  | <u>92,627.61</u>    |
| <b>Total: Fixed Assets</b> ..... | <u>3,537,355.61</u> |

|                           |                     |
|---------------------------|---------------------|
| <b>TOTAL ASSETS</b> ..... | <u>5,458,615.60</u> |
|---------------------------|---------------------|

**LIABILITIES****CURRENT LIABILITIES**

|                                        |                     |
|----------------------------------------|---------------------|
| Accrued Liabilities .....              | 2,087,897.91        |
| UI Payable – Lost Time .....           | 1,612.19            |
| CPP Payable – Lost Time .....          | 3,117.80            |
| Income Tax Payable .....               | 6,975.60            |
| Income Tax Payable – Lost Time .....   | <u>11,183.69</u>    |
| Receiver General Payable .....         | 22,889.28           |
| EHT Payable .....                      | 5,473.40            |
| Union Dues Payable .....               | 1,796.09            |
| AWCU .....                             | 2,548.85            |
| Charitable Deductions .....            | 2,270.79            |
| WCB Payable .....                      | 2,050.29            |
| Retired Members Fund .....             | 72,137.11           |
| Recreation Fund .....                  | <u>5,811.10</u>     |
| <b>TOTAL CURRENT LIABILITIES</b> ..... | <u>2,202,874.82</u> |

|                                |                     |
|--------------------------------|---------------------|
| <b>TOTAL LIABILITIES</b> ..... | <u>2,202,874.82</u> |
|--------------------------------|---------------------|

**EQUITY****NET ASSETS**

|                               |                     |
|-------------------------------|---------------------|
| Net Assets .....              | 3,797,776.76        |
| Surplus .....                 | <u>-542,035.98</u>  |
| <b>TOTAL NET ASSETS</b> ..... | <u>3,255,740.78</u> |

|                           |                     |
|---------------------------|---------------------|
| <b>TOTAL EQUITY</b> ..... | <u>3,255,740.78</u> |
|---------------------------|---------------------|

|                                     |                     |
|-------------------------------------|---------------------|
| <b>LIABILITIES AND EQUITY</b> ..... | <u>5,458,615.60</u> |
|-------------------------------------|---------------------|

### CAW Local 222: Income Statement September 1-30, 2005

**REVENUE****INCOME**

|                                 |                 |
|---------------------------------|-----------------|
| Membership Dues .....           | 905,279.85      |
| Initiations .....               | 50.00           |
| S.U.B. Receipts .....           | 3,035.17        |
| Greenshield Recoveries .....    | 1,916.32        |
| Hall Maintenance .....          | 2,533.25        |
| Staff Wage Recoveries .....     | 151,649.40      |
| Miscellaneous Collections ..... | 4,973.00        |
| Oshaworker .....                | 2,231.25        |
| Recreation .....                | 540.00          |
| Rent .....                      | 5,900.00        |
| Telephone Income .....          | <u>1,158.74</u> |

|                            |                     |
|----------------------------|---------------------|
| <b>TOTAL REVENUE</b> ..... | <u>1,079,266.98</u> |
|----------------------------|---------------------|

|                            |                     |
|----------------------------|---------------------|
| <b>TOTAL REVENUE</b> ..... | <u>1,079,266.98</u> |
|----------------------------|---------------------|

**EXPENSE****OFFICE AND BUILDING**

|                                           |                  |
|-------------------------------------------|------------------|
| Employee Salaries .....                   | 88,304.68        |
| UI Expense .....                          | 3,968.73         |
| CPP Expense .....                         | 6,785.28         |
| WCB Expense .....                         | 227.91           |
| EHT Expense .....                         | 4,851.64         |
| Other Benefits .....                      | <u>25,224.42</u> |
| Employee Benefits and Insurance .....     | 41,057.98        |
| Hall Expenses .....                       | 729.63           |
| Miscellaneous purchases .....             | 14,982.85        |
| Building Maintenance .....                | 6,487.86         |
| Realty Taxes .....                        | 16,552.63        |
| Soft drinks and vending .....             | 303.54           |
| Telephone .....                           | 9,382.94         |
| Office Supplies and General Expense ..... | 9,459.61         |
| Officers Expense .....                    | 1,107.04         |
| Professional .....                        | <u>-809.79</u>   |

|                                        |                   |
|----------------------------------------|-------------------|
| <b>Total Office and Building</b> ..... | <u>187,558.97</u> |
|----------------------------------------|-------------------|

**ORGANIZATIONAL**

|                                            |                  |
|--------------------------------------------|------------------|
| Per Capita – Durham Labour Council .....   | 2,920.60         |
| Per Capita – GM Intra Corp Council .....   | 3,724.10         |
| Per Capita – CAW Assessment .....          | 517,745.11       |
| Per Capita – CAW Council .....             | <u>9,083.15</u>  |
| Total Per Capita .....                     | 533,472.96       |
| Lost Time: Wages and Benefits .....        | 160,487.87       |
| Lost Time Expenses M&E&H .....             | 49,711.64        |
| Lost Time Expenses – Hotels .....          | <u>49,436.39</u> |
| Lost Time Expenses .....                   | 99,148.03        |
| Misc. Election Costs .....                 | 390.42           |
| Investors Grp Trust – Staff Pensions ..... | 30,043.90        |
| Oshaworker – Printing .....                | 35,245.80        |
| Oshaworker – Postage .....                 | <u>10,883.76</u> |
| Total Oshaworker .....                     | 46,129.56        |
| Picnic .....                               | -250.00          |
| Publicity .....                            | 1,061.10         |
| Recreation .....                           | 2,180.00         |
| Recreation Funds .....                     | 0.00             |
| Strike fund .....                          | 291.03           |
| Welfare and donations .....                | 4,557.00         |
| Skilled Trades .....                       | <u>393.76</u>    |

|                                   |                   |
|-----------------------------------|-------------------|
| <b>Total Organizational</b> ..... | <u>877,905.63</u> |
|-----------------------------------|-------------------|

|                            |                     |
|----------------------------|---------------------|
| <b>TOTAL EXPENSE</b> ..... | <u>1,065,464.60</u> |
|----------------------------|---------------------|

|                         |                  |
|-------------------------|------------------|
| <b>NET INCOME</b> ..... | <u>13,802.38</u> |
|-------------------------|------------------|



CAW TCA  
LOCAL 222

# Truck Members Need To Pay Heed To Layoff Regulations

I would like to welcome the new members who recently transferred to the Truck Plant and also welcome those members that came through preferential hire from Windsor, London, St. Catharines and Ste. Thérèse.

## Truck Plant Lay-off

On Nov. 1st, 2005, our Plant Chairperson Jim Hoy and I distributed a Truck Plant Layoff Information update, answering anticipated questions about the two weeks of layoff in January of 2006. For the benefit of any of our members who may have been off work at the time this update was distributed, I would like to give an outline of the details.

During the first week of layoff on Jan. 2-8, 2006, members on layoff with at least one year's seniority shall receive a Short Work Week entitlement as a result of Jan. 2nd being a negotiated holiday.

During the second week of layoff of Jan. 9-15, 2006, our members who established a one-week waiting period during the layoff a year earlier (Jan. 16, 2005) and have at least one year's seniority, will receive one week of SUB entitlement.

All members who received full summer vacation pay in 2005 will receive a \$1,700 Christmas Bonus under the provisions of Appendix "S" of the Master Agreement. This is based on achieving 1,000 hours during the eligibility period of July 4, 2004 through to June 26, 2005. Those who did not achieve the minimum requirements shall see their Special Payment reduced by five percent for each 50 hours (or fraction thereof) by which the member has failed to work in achieving the minimum.

SUB applications will be provided through your supervisor for a two-week period from Monday, Dec. 12 through to Friday, Dec. 23, 2005. It is imperative that these SUB forms be completed and returned to your supervisor within this two-week time frame.

Your E.I. statements should arrive approximately four to five weeks after you return to work with detailed instructions on how to fill out the report. *You Must Follow The Instructions Mailed And Report Your Claim To E.I.*

## Additional Week Of Layoff Announced

In order to accommodate the GMT-900 changeover, an additional week of layoff has been announced for the week commencing April 3, 2006.

## Master Bargaining Committee Meeting

The Master Bargaining Committee held meetings on Nov. 22 and 23, 2005 in London, Ontario. The agenda included the following: discussion on reviewing 2005 bargaining, any outstanding issues from the latest round of talks, discussion on the coordinator's role in the bargaining process, and other matters.

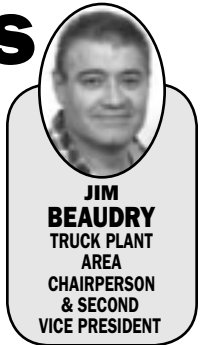
## Intra-Corporation Council Meeting

There shall be an Intra-Corp. Council meeting being held in Toronto Dec. 7-9, 2005.

## In Closing

If you require my assistance, I can be reached in my office at 905-644-5659 or through pager \*97-5659 (in-plant). If you are outside the plant dial 1-800-361-6793 enter the PIN 5659, followed by the number you are calling from. Mike Radio, my access code is also 5659. My email address is jim.beaudry@gm.com.

I would like to wish you all a very Merry Christmas and a prosperous New Year. Until next time... Happy Holidays! 🍁



**JIM  
BEAUDRY**  
TRUCK PLANT  
AREA  
CHAIRPERSON  
& SECOND  
VICE PRESIDENT

# All The Best To You And Yours In The New Year

I want to once again thank the entire Membership for your solidarity, maturity and support during 2005 negotiations. I truly hope you have a wonderful and well-deserved Christmas holiday with family and friends. Please try to help the less fortunate at this time of year, especially the children!

We will continue to keep you updated with our Contract Updates. Your Special Payment (Christmas Bonus) was increased through negotiations from \$1,500 to \$1,700 and will be paid on pay ending Sunday Dec. 4, 2005 and will be deposited into your bank account by Friday, Dec. 9, 2005.

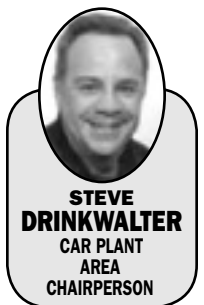
## Retirement Canvass

The canvass for the first group of 560 retirement-eligible members will take the place via letters in the mail from Nov. 21 to Dec. 23 which will allow our members to retire sometime throughout 2006,

with the actual retirement dates yet to be determined. We have requested the Company to send letters out to everyone who would be retirement-eligible up to Dec. 31, 2006. It is our position that each retirement-eligible member will receive the applicable retirement bonus. The mailed letter will contain more information.

It is great to see that many members are taking advantage of the newly-negotiated discount on GM vehicles as more market share equates into secure jobs. The details on the auto insurance discount and which company will be utilized to deliver the auto insurance will be worked out in the next couple of weeks; another great benefit for our members.

All the very best to you and yours in the New Year! 🍁



**STEVE  
DRINKWATER**  
CAR PLANT  
AREA  
CHAIRPERSON

# Annual December 6th Vigil A Day To Remember



**ANGIE  
LEGERE**  
FEMALE  
EXECUTIVE BOARD  
MEMBER  
AT LARGE

**S**easons Greetings! Sisters and Brothers,

Christmas is fast approaching and I'm sure we are all looking forward to the time off to enjoy the festivities with our families and friends. I would like to thank everyone who donated items last month, I'm sure they will be greatly appreciated.

Along with the Human Rights Committee, I attended The University of Ontario Institute of Technology's first major conference on "The Merging of Critical Race Theory, Human Rights & Social Justice." Some of the discussion panels shed light on topics such as: The Challenges of Racial Profiling Litigation in Canada, The Sisters in Spirit Campaign (focusing attention on the 500 Aboriginal Women who have been murdered or gone missing in Canada), as well as John Aman, National Organizing Representative for the CAW, speaking on Gender, Race and Union Organizing. There were many more incredibly informative topics and hopefully we will see some of the facilitators/professors utilized in our Port Elgin centre's curriculum. The knowledge and activism presented by all was really overwhelming.

Once again, I look forward to seeing many of you at our Local 222 Union Hall on December 6th, to participate in the annual vigil which will be held at 7 p.m. For those of you who don't know, and others who may be too young to remember, in 1989, 14 female students at École Polytechnique were systematically killed

and 13 others wounded in a massacre at this Montreal educational facility. Attached to the body of the perpetrator was a suicide note and a list of 19 prominent Quebec women in non-traditional occupations, including the province's first female police captain and the first female firefighter. He claimed "These women nearly died today. The lack of time (because I started too late) has allowed these radical feminists to survive." This was the worst single-day massacre in Canadian history.

The murdered women were:

Geneviève Bergeron, aged 21;  
Hélène Colgan, 23;  
Nathalie Croteau, 23;  
Barbara Daigneault, 22;  
Anne-Marie Edward, 21;  
Maud Haviernick, 29;  
Barbara Maria Klucznik, 31;  
Maryse Leclair, 23;  
Annie St.-Arneault, 23;  
Michèle Richard, 21;  
Maryse Laganière, 25  
Anne-Marie Lemay, 22;  
Sonia Pelletier, 28; and  
Annie Turcotte, aged, 21.

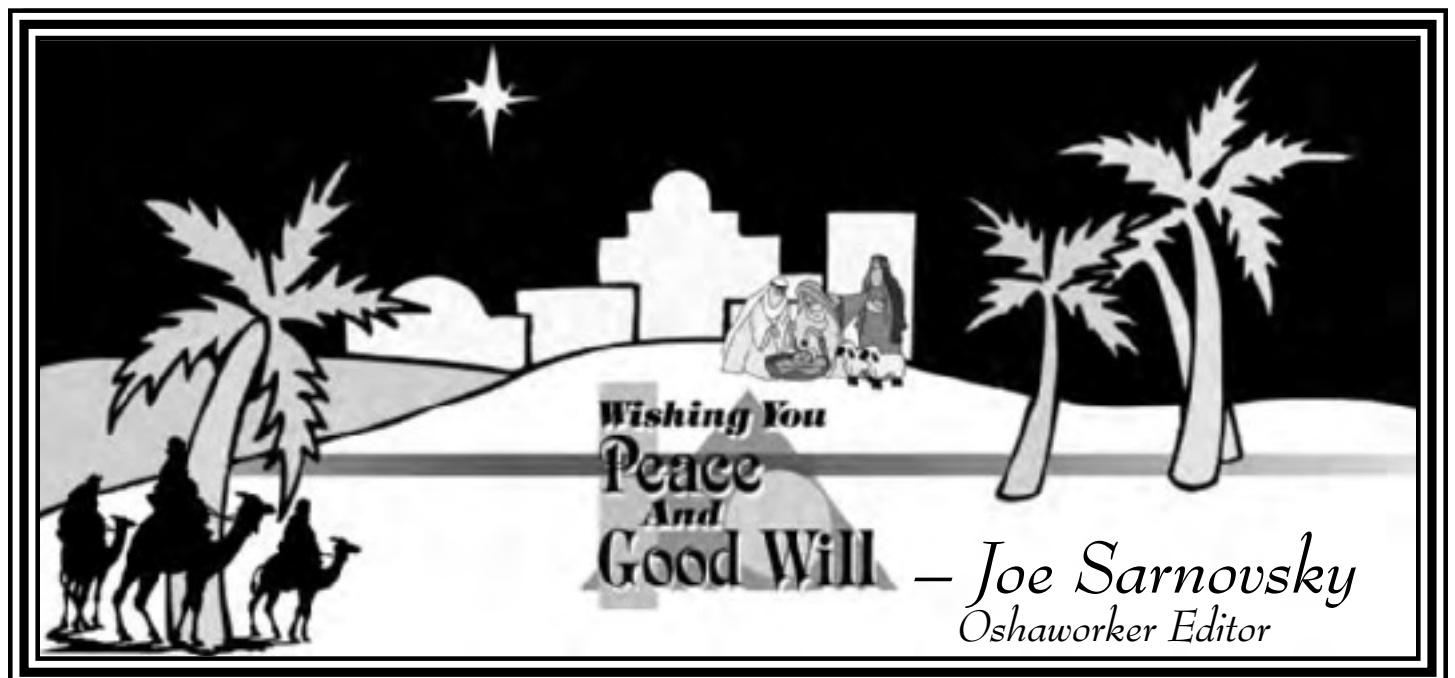
I'd like to thank Financial Secretary Charlie Peel for approving tickets for the Women's Advocates to attend a Women's Wellness Day called "I'm Worth It." The Planning Day Committee did such a great job! J. Merelle Rodrigo spoke about how to increase your energy and well being via dance. She was a lot of fun and

had great tips on body language as well as an incredible sense of humour. Rachel Hoefnagals of "Simply Organized" spoke, helping most of us with her seminar "Distress Through Clutter Control." After a great lunch and some belly dancing, master hypnotist Peggy Kelly showed us how to "Tap into Hidden Powers for Change." If any of these sound helpful to you contact me and I can provide the e-mails or handouts from any or all of the speakers. All the proceeds went to providing meals for underprivileged children and they more than met their goal for this year.

Unfortunately this article is due before Lear's contract deadline, I wish the negotiating/bargaining committee and all of your membership the best of luck! Hopefully by the time we are reading this issue a solid contract has been put into place.

I know Christmas can be a very difficult time for some people. Please, if you are feeling depressed or tend to get down at this time of year, or cannot handle the elevated stress associated with this holiday period, be sure to place a call to your Union Women's Advocate or our Union Counselling Representatives. You can contact me at angeladawnlegere@hotmail.com or page me at 1-800-361-6793 PIN 0001.

I wish everyone a safe Christmas and a Happy New Year. Till next time, take care! ❄️



# New Contract Sees Improved Layoff Language At JCI



**A**s I stated in my November article I will continue to cover some of the changes to our new Collective Bargaining Agreement so that you will have a better understanding of the contract. Under Article 11 Layoff & Recall we have made changes to look after some of the problems we faced with the layoffs we had during the past three years.

**Temporary Layoff:** If a layoff is less than five working days it will be by seniority in the classification, vehicle line, and shift within the product zone. The old language gave the Company up to 10 working days to apply this language.

Under our new Short Term Layoff language, layoffs that are five days or greater but do not exceed 45 days under this section will be by seniority in the classification within the product zone. This language provides our seniority

members with more job security when faced with layoffs in the above situations. While it can always be better, it is a vast improvement over our previous language. We also were able to bargain some recall rights back to your classification for a period of one year from the date you are removed from your classification. This means that if you are a Material Handler and because of reductions in the plant and in your classification you have been removed and placed in another classification, you will have recall rights back to your classification for a period of one year before the Company can post that classification in the plant. We also made changes to ensure that no TPTs will be working while any regular full-time member is on layoff unless agreed to by the Union. Please remember that the above is only a brief description of the layoff language. For this and all language changes contact your Commit-

teeperson or the Union office for any further explanation.

We had our long-awaited fourth step meeting with the Company; we were successful at the majority of our overtime grievances, where a payment was the appropriate remedy. The Company made payments to our members in the amount of approximately \$4,400 spread out between 20 members. We did resolve a number of other grievances and we are starting to make some headway in reaching a resolve to other issues. Please remember if you believe the Company has not handled overtime in a correct manner, question your supervisor on the issue. If you are not happy with their response ask to see your Committeeperson. We are currently scheduled to have four arbitration cases heard in the New Year.

The Company has taken a hard line when it comes to harassment, inappropriate conduct and workplace behaviour. This includes language and conduct used in the plant that may be offensive to other workers. Please be aware of your surroundings and be considerate to fellow workers who may find these kinds of situations inappropriate.

The Committee will be involved in a JCI Council Meeting Dec. 8 & 9, and we will report on the outcome of the Council in January.

On behalf of CAW Local 222 and the Plant Committee we wish you and your families all the very best during the holiday season. Please do not drink and drive. Return safe in the New Year. Please be generous and give to the local food banks at this time of year for the people in our communities who are less fortunate.

If you have any concerns or issues please contact your Committeeperson or the Union office at 905-665-4269. ♣



# Transit Certification Vote Imminent

**O**ur Committee attended the Public Information meeting in mid-November in Ajax on Durham Regional Transit.

We have been attending many of the meetings in the Region to observe what is being said on Durham Regional Transit. The Region is talking a lot about "harmonization" of transit systems and the importance of treating each community equally with relation to service.

When we stated that it was the workers who were most vital to making a transit system work, the Regional representatives agreed completely. They acknowledged that one can

have all the plans in the world down on paper, but that it is the workers who implement those plans and fine-tune them to make it successful. So when we asked them when they planned on consulting the workers on the new Durham Regional Transit, you can imagine our dismay when they failed to give us a direct answer.

The workers of the future Durham Regional Transit have the right to vote for their union of choice and have the representatives of that union consulted on all issues of the prevailing collective agreement. The Region of Durham, thus far, has done nothing but put up hurdles in the way of the workers to attain this right.

Our committee has been diligent in over-

coming these hurdles through great support from President Chris Buckley, our Local 222 union and with the advice and action of Barry Wadsworth, our National CAW lawyer, Mike Reuter, the CAW National rep and the National Union.

We would like to thank all involved and assure the workers of all transit units that our diligence will prevail to ensure a cohesive active union membership.

In closing, the Bargaining Committee would like to wish everyone a safe and happy holiday.

In Solidarity. 🍁

## OSHAWA TRANSIT UNIT HEALTH & SAFETY REPORT

**JOANNE  
FREY**  
OSHAWA TRANSIT  
UNIT  
HEALTH & SAFETY  
REPRESENTATIVE

# Transit Safety An Important Issue

**I** recently attended a Violence in the Workplace workshop at the CAW Local 222 Union Hall. We had a discussion on what the definition of "violence" is. Is it someone spitting on you or swearing at you? Or do they have to physically hit you? The answer is all of the above. Any act that hurts you, whether physical or psychological, is violence.

I had an opportunity to read the Amalgamated Transit Union (ATU) publication "In Transit" and they had some interesting statistics. A study taken by the ATU Canadian Council and ATU Local 741 found that fare evasion, along with passenger alcohol abuse and passenger conduct were the most frequent factors involved in violent assaults against bus drivers.

Violent assaults are not unique to Canada. Washington D.C. reports assaults on drivers increased by more than half again in the first seven months of 2004. In London, England, there were more than 1,270 attacks on bus drivers within the greater London area. That was an average of 3.5 each day during 2003-04.

This tells us that violence in the workplace is very real and is an occupational health and safety hazard. I don't think we can stop the violence, but we do need to work on ways to protect our drivers.

Your suggestions are always welcome. Email me at [jbfrey@netscape.ca](mailto:jbfrey@netscape.ca). 🍁

## TAI CHI

All CAW Local 222  
Members Welcome!

Every Tuesday from  
11:00 a.m. to 12 noon  
at the  
Local 222 Union Hall



# Support The United Way

# Layoffs Hit At AGS Automotive

**T**he day we were all dreading finally arrived. On Oct. 31, 2005 the Company announced to the Union that with the end of the 316 program and declining customer demand for our other products, they were forecasting a 26 percent reduction in volume, which would translate to a 24 percent reduction in manpower levels.

This devastating news was posted on the bulletin boards on Nov. 3, with the 98 affected employees being laid off effective Dec. 30th. The Company has also stated we may experience some Fridays out in the New Year as well.

The Union is currently scrutinizing every position being eliminated to try to save as many as possible. We are also suggesting the Company find alternatives including a retirement incentive program, severance packages and bringing work that is currently outsourced by our sister plants into AGS Oshawa. We have also demanded that the Company stop all overtime while we have brothers and sisters on layoff.

A week earlier the Company did eliminate five of their salary staff but they are still top heavy, with 70 remaining when we currently only have 412 hourly. You wonder how they can cry poverty with numbers like that!

We will be setting up an Adjustment Committee to help those in need of assistance with resumes, job search, E.I. forms etc..

What AGS is facing is the same throughout

the industry. Our jobs and futures are being eroded due to the lack of action by our governments in dealing with offshore automakers dumping their products on us. But our's are not allowed in their market. Someone's getting rich off this and it definitely isn't us.

A message to others in our Local and the community. AGS produces the Chevy Truck front bumper. The GMC bumper is made in the States. If you or someone you know is in the market for a new truck consider buying the Chevy to support your Brothers and Sisters at AGS.

Even though we are facing a layoff we will still be looking to make progress in wages and benefits when we are at negotiations in the New Year.

***Our jobs and futures  
are being eroded  
due to the lack of action  
by our governments  
in dealing with  
offshore automakers  
dumping their products on us.***

On Nov. 1st, J2 announced they had purchased four locations of Tiercon Industries who were in bankruptcy protection. Time will tell if this is good news if it reduces AGS costs in its paint and plastics supply, which in turn should give our Company more of an advantage when quoting on new business.

On Nov. 11th we attended the semi-annual CAW parts supplier meeting in London. In attendance were Buzz Hargrove, all of his Assistants, the Leaders of the Big Three and representatives of all 200 auto parts committees. I handed out copies of the two reports we were given.

The first was an overview of the Parts Industry.

The second was a copy of our No Concessions Resolution, which was passed unanimously. With Delphi declaring Chapter 11 and demanding the UAW slash benefits, pensions and wages, the Auto Parts Industry is facing its biggest crisis ever.

With the support of the National we voted not to accept any concessions in any assembly or parts contracts. Many, myself included, think this Resolution is a little late for the folks at AGS but better late than never. Again please take the time to read these documents.

After **Oshaworker** deadline, on Nov. 25th we had an arbitration date scheduled to resolve the many grievances related to the interpretation of Article 11.02 regarding the one or two day layoffs. It will be a relief to have this issue resolved once and for all.

In Solidarity.✳



**ED OCHEJ**  
AGS AUTOMOTIVE  
UNIT  
CHAIRPERSON

## AGS AUTOMOTIVE SOCIAL REPORT

**REG  
PIGEAU**

# Employees That Care Report

**I**t's great to be back and able to report on some things that are happening. First of all the Adopt a Cop shopping spree was held. Nov. 26th and at the time of writing this article it looked like another success. I will report with pictures and all the results in next issue.

Dec. 4th promises to be a fun day as that is the Children's Christmas Party. If anyone has been to this event you already have this day circled on your calendar. Dec. 17th is our annual adults dinner and dance. This year the committee has added a theme and it's called Kicking Up Our Heels. Tickets are available from any social committee member or in the HR department. Just a small tip to those planning to attend, practice the hoola hoop. All these events are made possible through the Employees That Care enough to purchase the 50/50 tickets, so I ask each one of you to keep on caring.

Our annual adopt-a-family, sponsored by each department, will be going on once again and we are looking for volunteers for every department. If interested please contact us.

With every bit of good news comes bad. As we are all aware approximately 100 employees will be laid off in the New Year. I would like to assure these individuals if they are struggling and need help with the holidays coming up feel free to approach me and I will address your case with the Social Club in a confidential way to see what if anything we can do to assist you and your family.

In November my family and I lost a loved one, our mother. I just want to thank each and every one of you for your kind words, your thoughts and prayers and most of all for showing my family and Mom you really are Employees That Care. To all who came to pay respects I would like to say thank you. Nothing we'd give you could ever compare to the care and kindness that you all shared. Nothing we could say could reveal the warmth and the joy you made us feel. We hope that this appreciation somehow imparts the love and thanks that comes from our hearts.

Merry Christmas everyone and have a safe holiday.

Until next time keep on caring.✳

# Low Paid, No Benefits Jobs Threaten Canadian Parts Industry

**Y**our Bargaining Committee attended a CAW Auto Parts Conference in London, Ontario on Nov. 11, 2005. In attendance were Buzz Hargrove and a full contingent of National support staff and all of the Big Three Master Bargaining chairs.

Because of a major crisis in the automotive industry and a huge disadvantage for North American automakers, including the trans-



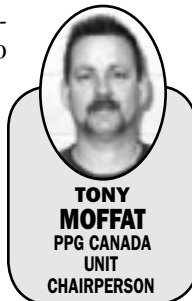
*Tony Moffat speaking at the Auto Parts Council Meeting on November 11.*

plants, our National Union has implemented unanimously an emergency no-concession resolution. To read this resolution please refer to Brother Chris Buckley's article at the front of the *Oshaworker*.

We here at PPG have been experiencing the loss of business due to smaller, non-unionized facilities taking our lace. Our own corporation has taken parts that are put in Canadian-made vehicles and are producing them in other non-unionized PPG facilities in the USA. Also we've suffered the loss of business right next door from GM Oshawa to a non-unionized glass supplier, also in the USA.

We have a difficult task ahead of us trying to maintain the work we have while competing with \$10 an hour temporary workers with no benefits, which I may add our own company has started to utilize in its facilities south of the border.

Hopefully with the support of the Big Three led by Chris Buckley and Buzz Hargrove we can stop the flow of parts out of our facility and others like ours. It is my goal and the goal of your bargaining committee to make PPG Oshawa tops in productivity and quality and maintain secure jobs for our future. 🍁



## TDS AUTOMOTIVE UNIT CHAIRPERSON'S REPORT

# Plant Numbers Have To Be Clarified For Things To Work At TDS

**F**irst I would like to let you know about the CAW Auto Parts conference that the bargaining committee attended Nov. 11, 2005. It was very interesting to see how much of what is going on at Delphi could possibly affect the way the industry is run; the way the auto parts sector is paid; and what they are paid. To this end, one of the most important things to come out of the conference was the sense of unity across the various CAW auto parts suppliers plants in the way we all voted on a CAW emergency no-concession resolution. What that means is that we will not accept concessions on our contracts, wages, pensions, or benefits. The CAW will not open its collective agreements before expiration to bargain concessions. To see a complete copy of the resolution, read President Chris Buckley's article in this issue. You can also come to the union office where you can get a copy if you would like.

One of the most important things to come out of the conference is the fact that a lot of what they were talking about adversely affects us. The way the plant has been run lately with the total lack of urgency to get anything done

in a timely manner. Grievances were settled on the time studies that were to be done with the union involved in September 2005 and to this day Nov. 11, 2005 it's still not done or started with the Union involved.

It seems for every one step forward we seem to slide back another, which seems like you're just spinning in circles. It would be a lot better if we could make some real progress and the membership could finally see things are changing for the better. The Company wants the members to work with them. Well, how about doing something for the members and looking at what is important to them.

One of the biggest things that keeps coming up is the absenteeism problem that they say we have at the plant. Yet in that LOAs, bereavements, S&As, and vacations are counted against the UR pool for the plant. They go by percentages for the shift and the UR pool is to fluctuate, however that has yet to happen in a long time. For the training that they say they want to do, it can't be done if you only have enough people just to run the shift. We have found out what happens if you have one or two people go home sick: all hell breaks loose and

everyone gets moved around to, as they say "cover," because of the old phrase "management has that right." Maybe if we looked at the problem closer as a numbers issue, the problem would get fixed with the right amount of people.

One of the fun things as I write this article is the way the Company looks at what happened with the letters that were put out at the time this was being written. The Company sees the infighting and problems with unity among the membership and they can capitalize on this. The reason things are different on all the shifts and not made uniform as quickly as we'd like is because there is no communication between shifts with the members. Shift is pitted against shift by the Company and the membership loses. If you look at the letters, they say ignore the contract. Even the member who wrote them knows you can't do that. The Union meeting was already set up for Nov. 20,

**see PLANT – page 12**



# Region Fails To Respect Transit Membership

**F**irst off I would like to thank everyone for their patience during this unsettled time, I truly feel the cowards we call regional Councilors enjoy their sadistic games they like to play with our dignity and our quality of life, by not meeting with us to explain and answer our questions at either meeting with your committee or collectively with us as a group. Instead they send a mindless wonder like Ted Galanis to town hall meetings to answer questions tabled at him but if it's Labour relations involved he plays dumb (so I thought) and refuses to answer. Where else are we going to get the questions answered if they won't have the decency to meet with us. Well these arrogant group of politicians better start answering our questions, forgetting we're just dumb bus drivers but remember we're ratepayers in Durham Region and voters. Come November 2006 we will remind each and every one of these politicians who we are and recognition will come in the form of an X on a ballot. At that time our message will be sent loud and clear.

On Nov. 10, we had a Labour Relations Board vote, which if successful will allow us provincial certification from federal. This move would allow us successor rights under the law. The turnout for the vote was 90 percent. The outcome was a sealed vote. The results will be read after the hearings take place Nov. 30 and Dec. 5. Thanks again for your strong showing.

I want to wish everyone a safe and Merry Christmas as I know many will be travelling over the holidays, please be safe!

In closing, as we all struggle to fight the bureaucratic nonsense, all levels of government try to run down our throats, sometimes we need to remember the power each

and everyone of us hold when election time comes. These same arrogant politicians who now come groveling and sniffing for our support. It's at this time, brothers and sisters, we should throw them a Kleenex and a quarter and choose someone worthy of our support like we do every three years within our own union. Remember it's important to cast that X and by doing that we show that we will never stop fighting back!

## Committeeperson Report By Nelson Saumur

No news is good news is not necessarily true in our situation. The Region finally made a commitment to honour Trentway's contract from the Town of Whitby. Being under this federal charter has caused huge firewalls that prevent the Region from taking us over.

Over the summer months the national arm of the CAW has been hard at work on a solution to our dilemma of not qualifying for vote of choice. The one concession of uniforms is a step in the right direction and in time the invitation to join the regional family permanently is forthcoming.

The Region has chosen a very capable manager to put the logistics together and the proposals put forth at the town meetings are very encouraging for growth. I personally attended two of these meetings and when Mr. Galinis was asked about why the Whitby transit drivers are left out, he developed double speak for three and a half minutes which ended up being comical. Mr. Galinis is not allowing his mind to consider that 90 percent of drivers live, own property and pay taxes in the Durham Region and we more than anyone have vested interest in these proceedings. Is it any wonder we get passionate when it comes to



our livelihood? Regional councillors are up for election in 2006, let's ask them to support us as this can lead to being employees of the Region with our seniority rights being carried forward.

At time of writing, the outcome of our vote for union of choice and provincial charter is still pending, our fingers are crossed. Recently Oshawa Transit CAW applied for union of choice and because of our federal charter we were not included. To the brothers and sisters in Oshawa if we can't help, know that our thoughts and prayers are with you for your success.

Trentway has bid on a transit contract based on our wage package for Durham north, which has three phases. New buses, more work, more jobs, it's a win/win situation and all this in advance of any contract talks tells me the Region hasn't already taken over.

The question of seniority keeps coming up as having an impact on decision making and it's justified. Please consider three divisions, east, centre, west, and you can only transfer if there is an opening and of course seniority will carry with you. Former TTC part time drivers say this can work here.

Finally from George Eliot: What do we live for if not to make the world less difficult for each other! 🍁

## Plant Numbers Have To Be Clarified For Things To Work At TDS – continued from page 11

2005 and there you found out the contract has not changed or the fact that, what we were working on for the Emergency Leave language was to give the members a greater benefit. That is now ruined because what we were trying to do is now known by all. This is always one of the biggest dangers for the politicians, though they think they have the information correct they are really just trying to hurt the greater membership.

If you don't like me, I can respect that, but don't take it out on the membership. The fight's not with the Union. We have a contract that the bargaining committee has to follow. Some members might not like it but we can't choose only certain sections to follow. Not

everyone's going to be happy but what we as a bargaining committee are striving for is to make the greatest majority of the members happy.

One thing I personally learned, you're not going to make everyone happy so don't try to, but look after the majority and you will be doing alright because in the end that's what we were elected to do. We all made a commitment to the members and swore an oath to uphold the CAW constitution that governs what we can and can't do, so now we live by it and follow the contract as always.

In Solidarity. 🍁

# CAW TCA LOCAL 222 RETIREES' KORNER

**By John Redko, President**

**E**lection results for the Congress of Union Retirees of Canada convention, elected delegates Art Field, Bob Clark, Frank Locke, John Redko, Don Revoy, Gord "Chief" Lindsay, alternate Bart MacNeill, held in Ottawa at the end of November.

## Special Attention

CAW Local 222, Retiree Brothers and Sisters, we've been informed the Local has been receiving numerous calls regarding the rebate on the purchase of new vehicle. It is for active members only at the present, as is written in the ratification booklet. At the same meeting when retirees asked why we weren't included, the negotiating team said they will look into it and come up with a reply. Rather than phoning the Union Hall where they devote their time to looking after you and the many benefits you are entitled to, come to a membership meeting and you will get a reply. Possibly there is some remedy in the future, please be patient.

The Executive would also appreciate it if individual members would not raise complaints with our Sisters at reception at the Union Hall. That is not what the staff are there for. If a problem arises come to one of our Executive members or raise it at a membership meeting. The Executive will look after it.

The National Pensioners & Senior Citizens Federation conven-

tion was held in Burlington Oct. 18-22, 2005. There were 81 resolutions of various themes. Some heated debates took place. Jeff Connell of the CDMA spoke on generic and brand name pills, the difference being whatever additive is used along with the drug prescribed. Our own Brother Art Field was elected president for another year. Next year's convention is in Truro, N.S..

At our membership meeting of Nov. 7, 2005 we had Jeanette MacLean from Tax Wise, with an explanation of income tax deductions if you have a disability.

Computer courses are still available for GM retirees through the Big Three retired workers fund.

If there's an interest a camera club could be starting in January. Sign-up sheets are available in the Chapter Room.

We made a presentation to R.J. Fleming on the occasion of his 90th birthday. He was really surprised.

Please attend your membership meetings and enjoy the fellowship in the Chapter Room.

On behalf of the Executive, may we wish all retirees and active workers a healthy and safe holiday. 🌟



**JOHN REDKO**  
RETIREES'  
CHAPTER  
PRESIDENT

**By Gord "Chief" Lindsay, Publicity Chairperson**

**J**ust a short note to tell about our latest round of activities at the Retirees' Chapter. We held voting for the CURC convention with six delegates elected to go to Ottawa in November. Thank you for your support. We also had a delegation attend the National Pensioners and Senior Citizens Federation convention in Burlington in October.

A very belated Happy Birthday to Roy "Hawk" Fleming. The Hawk has seen the seasons fly by 90 times and he can remember them all. I like it when he tells us about the many fish, birds, etc. he has seen especially the ruby breasted titwillow and its antics.

The Tai Chi program is in full swing, every Tuesday from 11 a.m. to 12 noon at our Union Hall. It's free and it's a good way to relieve tension and relax. Also on Tuesdays from 12:30 to 2:30 p.m. we have euchre.

Remember the CAW Surfing Seniors for GM retired workers. Spend time and learn to be computer wise. Great way to save on stamps, email your Christmas cards and

**see GORD - page 14**



**GORD "CHIEF" LINDSAY**  
RETIREES'  
CHAPTER  
PUBLICITY  
CHAIRPERSON

## WE SHALL REMEMBER

|                     |         |                |    |                    |         |                |               |
|---------------------|---------|----------------|----|--------------------|---------|----------------|---------------|
| Murray E. Brant     | Retired | Oct. 9, 2005   | GM | Robert G. McIntyre | Retired | Oct. 21, 2005  | GM            |
| Frank Buller        | Retired | Nov. 2, 2005   | GM | Gladys E. Morrison | Retired | Oct. 15, 2005  | GM            |
| Malcolm J. Collins  |         | Nov. 6, 2005   | GM | William F. Norton  | Retired | Nov. 1, 2005   | GM            |
| John R. De Bres     | Retired | Sept. 30, 2005 | GM | Winston A. Petch   | Retired | Oct. 23, 2005  | GM            |
| Henryk Demczyk      | Retired | Oct. 18, 2005  | GM | Jose Pinto         | Retired | Oct. 13, 2005  | GM            |
| Robert Doherty      |         | Nov. 9, 2005   | GM | Weillie Richard    | Retired | Sept. 28, 2005 | GM            |
| David R. Dyck       | Retired | Oct. 5, 2005   | GM | Betty G. Russell   |         | Oct. 2, 2005   | GM            |
| Lloyd D. Hazelton   | Retired | June 2, 2005   | GM | William S. Sweet   | Retired | Nov. 5, 2005   | Mills Pontiac |
| Donald J. Lynch     | Retired | Oct. 7, 2005   | GM | George R. Walton   |         | Oct. 23, 2005  | GM            |
| Arnold J. McEachern | Retired | Nov. 6, 2005   | GM | Paul K. Weidmark   | Retired | Oct. 25, 2005  | GM 🌟          |

**Gord "Chief" Lindsay** – continued from page 13

greetings to a buddy. See below for the next registration. For the retirees who live in Pickering there is now a Pickering class. All the instructors are really great. Remember, a "mouse" in hand is better than the one the cat chases.

There is also lots of tea, coffee and hot chocolate in the Retirees Chapter room, plus billiards. Come on down, have a sip, shoot a game or just sit and gab with an old buddy. Beats hanging around the mall.

Last but not least, from the old scrawler and his family, best wishes and Happy New Year to President Chris Buckley and fam-

ily; Financial Secretary Charlie Peel and family; Retirees President John Redko and family; the Retirees Executive and their families; Auxiliary President Jackie Finn and family and all the Family Auxiliary.

Best wishes to all the retirees and their families, may they all have many more joyous Christmas seasons.

We bless all the Brothers and Sisters who have down the years made this Local what it is today. Again from my family to everyone, like the old hippie would say, "Have a Kool Yule and a Frantic First." ❄️

# CAW Surfing Seniors – Computer Training For Retired Workers

## December 2005/January 2006 Registration Form

### DROP OFF OR MAIL TO:

CAW Local 222, 1425 Phillip Murray Avenue, Oshawa, ON L1J 8L4  
or CAW Local 1090, 140 Hunt Street, Ajax, ON L1S 1P5

### TRAINING LOCATIONS:

DTS Oshawa, Suite 155, Office Galleria – Oshawa Centre (by Sears) 905-579-6041 or  
DTS Pickering, 1410 Bayly Street, Unit 4, Pickering – (east of GO Station) 905-686-7118

First Name: \_\_\_\_\_ Last Name: \_\_\_\_\_  
Local #: ☐ 222 or ☐ 1090 (please check one)  
Retiree Number: \_\_\_\_\_ Phone: \_\_\_\_\_  
Address: \_\_\_\_\_ Apt. No.: \_\_\_\_\_  
City: \_\_\_\_\_ Prov: \_\_\_\_\_ Postal Code: \_\_\_\_\_

### Courses And Dates Available – Please be sure to (1) Select one date per course and (2) select the location.

#### Introduction To Computers

- ☐ Monday & Wednesday, Jan. 9, 11, 16, 18; 6:00 – 9:00 p.m.  
☐ Tuesday & Thursday, Jan. 10, 12, 17, 19; 6:00 – 9:00 p.m.

#### Introduction To The Internet

- ☐ Monday & Wednesday, Dec. 12, 14, 19, 21; 6:00 – 9:00 p.m.  
☐ Tuesday & Thursday, Dec. 13, 15, 20, 22; 8:30 – 11:30 a.m.  
☐ Monday & Wednesday, Jan. 23, 25, 30, Feb. 1; 6:00 – 9:00 p.m.  
☐ Tuesday & Thursday, Jan. 24, 26, 31, Feb. 2; 12:00 noon – 3:00 p.m.



#### Introduction To Word Processing

This course will provide you with the basic skills required to create and save files; open and revise files such as letters, flyers, etc., and print your work.

#### Some topics include:

- creating, editing and formatting your work;
- working with pictures,
- clipart and WordArt; working with files, and more!

**FUN!**

#### MORNINGS

- ☐ Monday & Wednesday, Dec. 12, 14, 19, 21; 8:30 a.m. – 11:30 a.m.  
☐ Monday & Wednesday, Jan. 9, 11, 16, 18; 8:30 a.m. – 11:30 a.m.

- ☐ Tuesday & Thursday, Jan. 10, 12, 17, 19; 8:30 a.m. – 11:30 a.m.

#### AFTERNOONS

- ☐ Monday & Wednesday, Dec. 12, 14, 19, 21; 12 noon – 3:00 p.m.  
☐ Monday & Wednesday, Jan. 9, 11, 16, 18; 12 noon – 3:00 p.m.

- ☐ Tuesday & Thursday, Dec. 13, 15, 20, 22; 12 noon – 3:00 p.m.

#### EVENINGS

- ☐ Tuesday & Thursday, Dec. 13, 15, 20, 22; 6:00 – 9:00 p.m.

- ☐ Tuesday & Thursday, Jan. 10, 12, 17, 19; 6:00 – 9:00 p.m.

**Location** – (Select the location you prefer for your course): ☐ DTS Pickering or ☐ DTS Oshawa

Please note that participants (GM & Chrysler Retirees, Spouses & Surviving Spouses) are eligible to take each of the three courses only once.

Program Funded by the Big Three, Retired Workers Fund.

For more information please call Dean Lindsay (CAW National Coordinator, Retired Workers Department) 1-800-268-5763, ext. 791 or Darlene Woodward (Coordinator, Durham Training Solutions) 905-440-4505

# Oshawa City Council's "Big Spenders"

**O**ur committee has been monitoring Oshawa City Council over the last term and is reporting our ongoing findings on individual council members now.

Mayor John Gray said during his election campaign: "As your Mayor, consultation will start and end with you (the public). Council will eliminate the practice of wasting your tax dollars on high priced consultants, extravagant schemes and unprofitable burdens."

**Reality Check:** Mayor Gray promised the Oshawa Sports & Entertainment Committee and the public on more than one occasion, "The facility can be built using a mix of City debentures, naming rights and a grassroots fundraising campaign." His record of action is to overspend the city's own consultant's \$25 million recommendation for Oshawa's downtown arena for the Generals. Note: Sault Ste. Marie is currently building its own \$25 million downtown arena with government grants. Our mayor is mortgaging your Oshawa Public Utility to help pay down the overspending of the debt for the downtown arena which is now up to \$50 million and counting! His stated preference is to now outright sell your PUC!

Mayor Gray allows needless meetings to drag out for hours, has allowed his Council to intimidate and heckle members of the public at Council. He supports non-union operated facilities, i.e. the downtown sports complex and has allowed non-union labour to build the same.

When the Canadian Civil Liberties came in to address Council on their wrongdoings of Oshawa public's civil liberties, they still have not readdressed their wrongdoings and rescinded their bylaw that infringe upon citizens' right to protest and place their signs regarding the 81 percent who said don't mortgage the Oshawa Public Utilities.

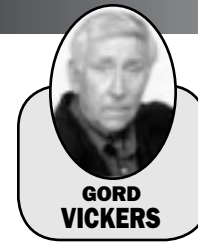
Ward 1 Brian Nicholson's last election campaign stated the previous regional councillor supported every tax increase proposed by staff.

**Reality Check:** Brian is the charter member of the \$140 million club of big spenders, increasing debt of \$12 million to this record-breaking number! During his last election campaign he said he'd continue if elected to fight to control spending and taxes. He said "some day it seems that the only thing the city does well is to take our money." He went on to say "our opponents would have the City borrow its way into bankruptcy." That's hypocrisy

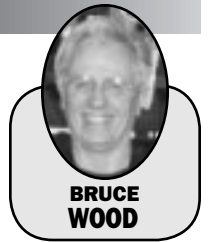
to the extreme. On the Oshawa Generals he said he would not sign a blank cheque but signed a \$50 million cheque instead of the \$25 million city's consultant report! Total municipal borrowing in Oshawa is now poised to set skyrocketing tax increases. He along with Mayor Gray has delayed the mammoth tax increase by the borrowing to be delayed until after the next municipal election. He at times seems to have lost control of his temper by his actions and words. It would also appear that he hates our 81 percent who said don't mortgage the PUC.

He voted to mortgage despite public opinion and the city's own consultants report not to do so. He voted for his own pay increase which makes him higher paid than a Toronto councillor. For a person who professes to walk with the little people, his campaign contributions say he talks with a lot of big people.

Ward 2 Robert Lutczyk. Last campaign he stated he was in favour of freezing property taxes, but has since supported the reckless spending of Council by voting in favour of projects that have rocketed the city's debt load from \$12 million to the record \$140 million that now stands. He voted for his own pay increase which allows him to join the \$100,000+ club, counting wages and benefits. He voted to mortgage in Council's attempt to hide the City's total debt. He is also well known for his "creepy people" comments that caused outrage and controversy in the community. He reportedly commented that he is the "smartest one on council" and by gosh, on some nights from where we are seated we might agree with him.



GORD VICKERS



BRUCE WOOD

Note: Sault Ste Marie, it was reported, received millions of dollars from various government levels thereby saving taxpayers hefty tax increases. Oshawa never applied to our knowledge for government grants of any kind.

Tito-Dante Marimpietri: His first term of office, the new kid on the block. His campaign literature read like a road map: zero percent taxes, he proposed fairer city property tax assessments, promote neutral alternative city revenue, inspire smart efficient means of financing and prevent any further city tax increases, long term fiscal plan ensuring strict management of your hard earned tax dollars. On hydro, he proposed to lower electricity rates and would be 110 percent against private energy. His record says otherwise. He supported and continues to support Council's reckless spending of our tax dollars for their own wish list for their own re-election. He supports the mortgaging claiming it's a good deal for the taxpayers. Himself a confessed Liberal, he voted against hearing Dr. Doug Peters, the former Secretary of State, the most prominent Liberal to appear before Council. Dr. Peters advised Council not to mortgage. Tito, it appeared, didn't know who was standing before him. Since his election he voted for his own 100 percent pay increase; voted to increase the city debt to a record level; voted to mortgage. His campaign literature states something different to us.

Next Month: The remaining four "big spenders."★

## ATTENTION GENERAL MOTORS RETIREES

# Get Your Free Flu Shot

**Tuesday, December 13, 2005**

**From 8 a.m. to 1 p.m.**

**CAW Local 222 Union Hall**

# Hard Work By Many Secret Of Auxiliary's Success

**A**uxiliary 27 had a very successful penny sale/card bingo evening with 112 in attendance. We had a number of people who attended for the first time and word has it they can't wait until the next one. This evening was possible due to the hard work of many. I will take this opportunity to thank sister Amanda Grant, who convened the ticket sales, sisters Joyce Wilde, Donna Murdoch, Nancy Heney, Ilene Watts and Marilyn Souter entertainment committee. The social committee who were responsible for the refreshments were sisters Phyllis Munroe, Dorothy McEachern, Jean Hoar, Edie McCloskey, Joan Cannons and Mary Sheridan. We had our special table of various gifts convened by sister Vi Pilkey and helpers Betty Rutherford, Edie McCloskey and

new member Denise Wells. Last but not least thank you to everyone who attended our annual function.

Christmas is fast approaching and we have committed to our annual Christmas donations. They are as follows: \$400 each to the following; Denise House, St. Vincent's Kitchen, Destiny Manor, Bethesda House Bowmanville, Hospital for Sick Children, Canadian Mental Health Association (CMHA), Cornerstone and Simcoe Hall Settlement House \$400 plus 10 \$30 food vouchers for a total of \$700.

Gift Giving Program re: Extendercare and Thorntonview Residence \$400, gifts are purchased for residents in each of these homes who do not have any family to purchase a gift for them. Can you imagine waking up Christmas morning with not one gift to open? I can't,

but believe it there are a number of people who experience this every Christmas. I am proud to say that our auxiliary will continue to do everything we possibly can so fewer and fewer are in this circumstance.

Sisters Mary Fitchett and Shirley Hill very graciously each year volunteer to shop for residents in Fairview Lodge, Whitby and Hillsdale Manor respectively. Each sister is given \$500 towards the shopping. We are supplied with a number of names from these homes who have no family to shop for them.

Grandview Charity Dinner and Auction \$200 plus one ticket for \$50 for sister Lynn Gowans to attend; Annual Gala for Oshawa Senior Citizens Dec. 9, 2005 \$500; Stephen Lewis Foundation, our auxiliary donated \$2,000 towards this very worthy cause. Many of our members were able to hear Stephen's dynamic speech that evening and it really made one realize the pandemic of AIDS in Africa; Volunteer Youth Program \$200.

Dec. 6, 2005 annual vigil when we remember the 14 women who were violently murdered at École Polytechnique in Montreal in 1989. The CAW has been front and centre in the fight to end violence against women. After the ceremonies our auxiliary will provide the refreshments.

## Upcoming Events

Tuesday, Dec. 20, 2005 Auxiliary Christmas party, auxiliary members only plus you can bring your spouse or a friend to help us celebrate this wonderful season. Pot-luck dinner to start at 6:30 p.m., doors open at 5:30 p.m.. We have booked Adam Timoon for our entertainment. Santa will make his annual arrival bearing gifts.

Recent 50/50 winners have been sisters Abby Kiberd, Jane Davis and Shirley Hill. Boxes of chocolates were won by sisters Joyce Wilde and Vi Pilkey.

We welcomed two new members into our group. They are sisters Linda Bazowsky, niece of sister Claire Lucier and sister Marie Edwards. Welcome sisters you will find our organization very fulfilling in every way.

Our next business meeting is Tuesday, Dec. 6, 2005, see you then and for sure I am anticipating seeing all of you at the Christmas Party.

Congratulations go out to sister Phyllis Munroe and Walter on the upcoming celebration of 40 years of marriage on Dec. 23, 2005.

Since this is the last article before the New Year, I will take this opportunity to wish each and everyone a very Merry Christmas and a happy, healthy and prosperous 2006. 🍁



**JACKIE  
FINN**  
CAW  
FAMILY AUXILIARY #27  
PRESIDENT

## ATTENTION ALL CAW LOCAL 222 RETIREES!

# RETIREES PHOTOGRAPHY CLUB

## Photography Club to start in the new year!

The idea of the club is to help people understand photography, whether it be digital or 35mm, and to have fun and share ideas!

Field trips will be planned.

If interested please fill out the coupon below and drop off at the Union Hall.

For more information contact Larry Kirtley 905-579-3445  
or email [kirtley@sympatico.ca](mailto:kirtley@sympatico.ca)

*Spouses and surviving spouses welcome.*



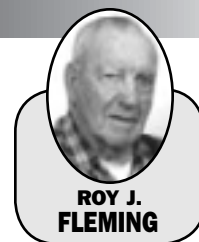
photos by Larry Kirtley

# RETIREES PHOTOGRAPHY CLUB

Name \_\_\_\_\_

Phone Number \_\_\_\_\_

# American Visitors Loved The URGC Property



ROY J. FLEMING

**O**n Oct. 22, 2005 we hosted 16 Scouts and eight Leaders from both Oshawa and Rochester, New York. This group were from the Hands Across the Border program, which is celebrating its 60th anniversary. They shot a .22 cal match, with the Rochester boys competing against Oshawa boys and the Leaders shot their match against each other. They had a fun morning which ended with submarine sandwiches, pop and cookies for lunch. Our club presented medals to the top Scout from Rochester and top from Oshawa as well as the top Leader. We also presented a certificate to the top overall Scout (who was from Oshawa). The boys would all be getting medals from the Host Program Leaders from Oshawa. Club Members Ed, Jose and Al had a fun morning as well. Some of our current members had participated in this exchange program many years ago and always enjoyed it.

It is hard to believe that our Winter League starts Nov. 11th, which means we get to see more of our members out again and practicing and participating. If you wish to join this Durham Region Sharpshooters club they shoot at the URGC property. Phone Josie Pascoe at 905-728-4470.

December is the month for jackrabbit hunting... oh! I am remembering past days, not now. The people or hunters who are out in the countryside are reporting seeing a few jackrabbits. What a memory, all day tramping through the snow in the fields. Up would pop a jack and a load of 7-1/2 trap shot would stop the jack. When we first started looking for jacks in the field we thought we needed #2 shot, it passed through the skin and mister jack kept going. I think the coyotes killed the young before they had a chance to grow up. Young jacks were born in a small depression in an open field as early as the new year; and a doe could have as many as three batches a year. Oh, what a memory.

Ice fishing will start very soon and the early part of the season seems to be the best for fishing. You can make a hole in the ice, start fishing about 5 p.m., fish for couple of hours, standing without a fish hut, no fish, come back tomorrow, maybe they will bite.

Near the closing time of the summer season bass seem to start to go dormant but the pickerel seem to get more active, looking for food and will take most baits.

I find it so hard now that I do not drive. But friends take me for a fish. Stream fishing in the local streams is open all year in some places, check your fishing summary, there could be a spot near home on the Oshawa Creek. Many years ago, Lake Simcoe was the only local lake open for ice fishing. I often wonder how Lake Scugog can stand both summer and ice fishing, but it does! I am often asked why other lakes in the Trent System are not open for ice fishing. I do not know, but I think it would be a good idea now that black crappies are in most of the lakes in the Trent System. "A thought." What do you think? If you think it is a good idea, push it forward. I am a fair believer pollution kills more fish than all the fish that are caught by fishermen.

Let's leave the fish alone and go back to free bird hunting. Some areas farther north are scarce of partridge in some areas. In a few places now that pheasant are not released at the Kendal Conservation area. To see a pheasant in the wild, there are very few unless you go to Scugog Island Conservation Area. I think there should be a fall turkey shoot for some, maybe there are more birds than we know of, for any bird or small animals are found by predators are eaten or killed.

The migrating of all ducks and other birds like raptors are easily spotted as they follow

the lakeshore line, heading someplace warmer where there's plenty of food. I can catch a city bus and go to Lakeview Park on a sunny afternoon and watch the migrating birds as they fly past. So close to Bonnie Brae Point, that has started to crumble since the houses are built so close to the lakeshore.

One of the many things that go on at the Newcastle URGC property besides trap shooting is indoor target. A great sport. Air conditioned, soundproof, good lighting, clear vision to target shoot indoors. There is an extra fee to cover your \$3 million insurance, shooting Tuesday evenings, Sunday mornings. The new season starts at the new year, phone the clubhouse at 905-987-5113.

You may think this is not the time of the year to think of monarch butterflies but it is. As trees and wildflowers are cut down to make a flat piece of land for grass and houses, there goes the food supply for the monarch butterflies. Get involved in monarch conservation by making a monarch waystation. A waystation is a place where the butterflies can stop when they migrate south to Mexico or other places in the south where it is warm in the winter and to breed. Waystations are places where food and shelter is available. Nectar is their main

**see AMERICAN – page 18**



*This summer fishing Lake Scugog using baits and plugs, Tom Holly caught a few bass. How did Tom have two to show and I only one? I caught more pickerel, using my Williams Wobbler, silver and gold. Tom used a grey medium-size Rapala sinker, with no extra sinkers.*

# American Visitors Loved The URGC Property

— continued from page 17

diet, mostly from flowers either planted or wild. Fall migration milkweed is the most important food and it grows almost along the entire route. If you have noticed you do not see any butterflies where there are no weeds. If you see a rough looking field, mostly weeds, do not despair for it is food for some insects and the small birds cling to the weed stems, then in winter the small game eat the weeds. Weeds are not a curse, maybe an inconvenience. Corn, I mean fields and fields of it, has no honey in the tassel or flower. Now is the time to think of setting up a waystation for monarch butterflies.

Weed spray for weeds and insects kills everything, especially when the country roadsides are sprayed. I like to see a few weeds as you pass along a country road. This spraying costs big money, for what? A few weeds will not stop the world from go-

ing around and around and around.

Some townships are now planting or just letting the wildflowers and weeds grow to control runoff that tears up the roadsides to prevent flooding. The monarch butterflies are so beautiful and you can see one a half a mile away, but like most wild things, I mean insects, birds and animals, without a little help they cannot survive. I gave up growing beautiful cultivated flowers in my backyard to help the good insects and wild small birds. Life is short, so are beautiful birds and plants.

Fall stream fishing for rainbow was not the best, blame low water although it is raining today. There seems to be a couple or maybe more migrations of rainbow trout upstream just to feed, as rainbow trout spawn in the spring. Rainbow trout were put in the local streams about 60 years ago and

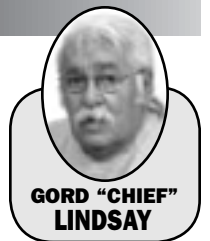
have done wonderful. Now we have some of the best rainbow fishing anyplace but if the female fish are on a nest site in spring and are yanked off, fishing will get less and less.

"We need you." The URGC has been a conservation club since 1938. All executive positions are not paid and as a chairperson you might have to dip into your own pocket. That is the way we operate, just dedicated members, you will take lots of abuse but it's an experience you never forget. A trap chairperson is a must, male or female. It's a great chance to learn to be a wing shot. The indoor target can always use help. I hope you step up for some of the workers are getting a little older, maybe your grampa was an Executive member, so why not you!

See you at the Newcastle property if only as a visitor. ♣

## PRE-RETIREMENT REPORT

# Retirement Planning Can Start 10 Years Ahead



GORD "CHIEF" LINDSAY

**W**e have started the Pre-Retirement Program again for the GM membership.

After Christmas break we'll be back on line in February. The November session got off to a rocky start due to the flu virus that attacked yours truly, but Marlene at the Union Hall saved the day and we had Charlie Peel and Chris Smith who covered for me. Brian Bittorf handled the other class and I would like to thank these brothers who did a great job. Everything went by without a hitch.

The applications to attend are steadily coming in and we should have a great year.

We try to stress that each brother and sister should start to plan at least five years if not 10 years prior to the actual time of entering this

phase in your life. The more you plan, the better it is for you and your family.

Be patient, if you have applied, we'll get to you.

The Christmas season will soon be here and I would like to wish everyone best wishes, good health and more of the best in the coming year.

Best wishes to President Chris and family, also Charlie Peel and family for their support of this program. Best wishes to all the speakers who give of their time. Best wishes to all of the office staff, Eileen, Dorothyanne, Marika, Karen and especially Marlene, and to custodians Derek, Paul, Jamie.

Best wishes to all.

Keep Kool and have a wild and Frantic First. ♣

## PRE-RETIREMENT PLANNING COURSE APPLICATION

Last Name \_\_\_\_\_ First Name \_\_\_\_\_

Serial No. \_\_\_\_\_ Shift No. \_\_\_\_\_

Home Address \_\_\_\_\_  
House/Apt. No. Street City Postal Code

Telephone No. \_\_\_\_\_

Years of Service \_\_\_\_\_ Age \_\_\_\_\_ Will Your Spouse Attend (circle) Yes No

(Spouses are encouraged to attend) Spouse's Name \_\_\_\_\_

Have You Planned A Retirement Date (mark appropriate box below): cours en français, s.v.p.

1 Year ☐ 1 to 3 Years ☐ 3+ Years ☐

**SKILLED TRADES AREA CHAIRPERSON'S REPORT**

# Quality And Highest Productivity Are Our CAW Job Security In Oshawa!

**O**n Oct. 28, 2005 Ron Harbour, president of Harbour and Associates, came to Oshawa to present Car Plant #1 with the Harbour Award for the highest productivity plant in North and South America.

Ron Harbour said job security comes from competitiveness, not some paragraph in a collective agreement. He also said Oshawa has a system that does not believe in the status quo and always believes that what you do today can be better tomorrow. He said, if it was possible, he would present the award to each and every one of the thousands of workers in this plant because "you all earned it; you all contributed in some way."

He praised the CAW, and in particular Buzz Hargrove, in that productivity has never been a bad word to the CAW, but a means to that end of job security.

Previously, the Nissan Plant from Tennessee won this award seven years in a row: a non-union southern United States plant. Now the workers in Oshawa are second to none, and it is with this kind of results that will make it hard for GM's North American Strategy Board not to continue to invest in Oshawa, with future products and a flex body shop.

Larry Zainer, the manufacturing manager for Oshawa from Detroit, said the plants in Oshawa are the jewels of the Corporation.

Jim O'Neil, the CAW's National Secretary Treasurer, said it takes people to make it happen and none are more important than the people on the shop floor. It's their work, day-in day-out, that makes the Oshawa complex what it is... the best auto assembly complex in the world.

Chris Buckley, our President of CAW Local 222 said, "The Oshawa Car and Truck Plants will continue to produce vehicles better than anyone in the industry. We have proven it over the years and we will continue to prove it."

Going forward in this tough economic time for our auto industry, with GM making structural changes in order to survive, which includes plant closures, we need to keep doing what we do best.

Each and every CAW member in Oshawa contributes each and every day, both trades and non trades. "Quality and productivity are our job security in Oshawa."

## Enhanced Incentive

We are still waiting to have a meeting on the enhanced incentive that will be offered to Skilled Trades. At the time of writing this article we have not had enough information to pass on to the membership, and as soon as we have something it will be put into the Plant. We will have meetings at the hall, and people will have some time to make their decision.

## National Appointment

On Oct. 25, 2005 CAW President Buzz Hargrove appointed me to the Skilled Trades Department staff working out of the Toronto office, effective Nov. 20, 2005.

I did accept the job, and look forward to the challenges and opportunities it presents as I continue to represent Skilled Trades as a National Skilled Trades representative working with Colin Heslop, the Director of Skilled Trades. We need to get the Canadian and Provincial Governments addressing the future shortage of Skilled Trades workers in this country, and provinces, by supporting ongoing apprenticeship programs.

It will not be easy leaving what has become my life representing the Skilled Trades membership here in Oshawa for most of my working career. I could not have served you the membership in these capacities, without the membership's continued support over the years. I have thoroughly enjoyed working on your behalf, and taking on the fights

necessary to preserve our jobs, and maintain the respect for Skilled Trades workers on the shop floor.

Every now and then management forget just how important the trades are to the smooth operations of our facilities, and how important we are in keeping the processes uptime, and supporting the production operators in doing their jobs.

There has never been any doubt in my mind that we have in General Motors the best Skilled Trades workforce in the world. You deserve to be treated with respect, and in return the Skilled Trades will continue to be engaged in making our plants the best in both quality and productivity, by maintaining our equipment in a proactive manner.

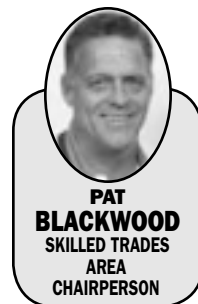
I thank you the Skilled Trades membership for your support and dedication. I will miss writing articles in the *Oshaworker*.

There are a lot of talented young Skilled Trades representatives who are quite capable of carrying on. We have a very strong Skilled Trades Shop Committee, and I thank them all for their support during my time as the Skilled Trades Chairperson. A special thanks goes to Ron Svajlenko and Terry McDonald, and Eileen at the hall, who have made my job easier, but most of all to the skilled trades membership who have continually supported me over the years.

## The Final "In Closing"

In closing, if you have a problem first see your supervisor, then call your committeeperson. If you still have a problem call your District Committeeperson. If you still need assistance call the new Skilled Trades Chairperson who will now be in place.

Thank you and I wish you all the very best. GM is still part of my new assignment so I have not totally disappeared. 🍁



**PAT  
BLACKWOOD**  
SKILLED TRADES  
AREA  
CHAIRPERSON

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***We need to get the  
Canadian and Provincial  
Governments addressing  
the future shortage  
of Skilled Trades workers  
in this country, and provinces,  
by supporting ongoing  
apprenticeship programs.***

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**DISTRICT #10 COMMITTEEPERSON'S REPORT**

# Trades Can Save Corporation Money By Replacing Contractors

I would like to start by congratulating Pat Blackwood on his move to the National Union. Pat has spent over 20 years in elected positions in our Union and has been a fighter for the rights of Skilled Trades in Oshawa and the entire GM chain. Some have mumbled about this move but I lived with Pat and Terry McDonald for the six weeks of negotiations and watched everyone bring their "A" game every day to the bargaining table. Thanks Pat and "All the Best!"

## Tooling

We are continuing to see pressure to decrease the Trades numbers through much of the Car Plant with only Paint showing any stability or increases. The lack of project work has forced the departments to come clean on their head counts. Tooling is again under pressure to reduce and we could be facing the potential for layoffs in December. We will be working with the plants to look for ways to protect the junior members.

## Car Plant

The managers of each area are looking hard at reducing Trades but this will not cause layoffs in trades other than possibly tooling. There should be openings for other trades in Truck and Paint. The enhanced buyout and regular attrition should keep everyone going until we get the product information for Plant #2 before Christmas. The financial problems facing GM are huge and we are hoping the restructuring plan to be announced in December will have no bad news for us.

## Christmas Work

There are no clear plans for work in Car yet but Truck will be very busy with huge installations of new GMT-900 arriving through their extended shutdown. Please make sure you are signed up 14 days in advance of the work starting Dec. 24, 2005 for Line Repair and Construction if you are planning to work. The way GM sales are going, we just can't predict what they plan to fix this year.

## Construction

The work is coming fairly steady from now

through the Christmas shutdown with Truck being the main driver. Many have questioned the fate of construction and if they have a future.

Again I have to challenge the management in WFG to reinvent a cost effective structure to deliver the Construction jobs required every day in the 14 million sq ft of the Oshawa Complex. We are cheaper than a profit-based contractor and we proved that over and over at negotiations. We can save this Company money if they are smart enough to take advantage but there in lies the real problem and we will continue our fight to get them to understand why we are an asset.

## Where Are We Going

One of the basic questions we are asked daily in our Union work is "what's going on?"

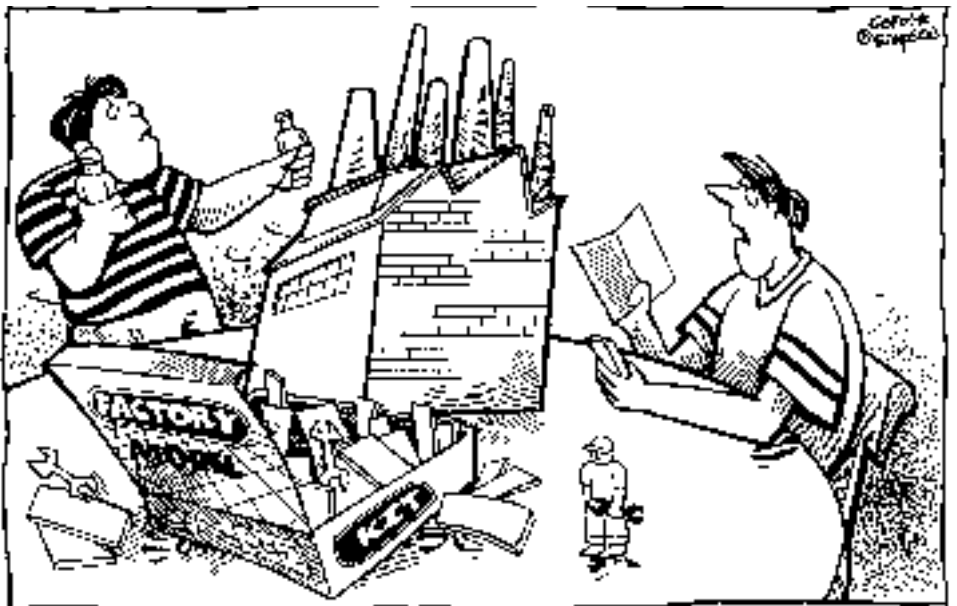
There is usually a long answer but the real direction is more important. The Union (which is every working member in CAW Skilled Trades) must protect our work. We can accomplish this by driving our trades so deep into the fabric of building product that

they can't do it without us. We have done a great job in Oshawa on this but as the focus to reduce moves to Trades we must integrate ourselves deeper into the business.

GMS (Global Manufacturing Systems) is a company goal that we in Trades can use parts of to strengthen our work ownership. If we find the problems, plan the work, order the parts and complete the installation and repairs, who could challenge our existence? No one!

The simple question is do we want to be driving the bus or sitting in the back seat? I want to drive and the more drivers we have the better protected our work and our futures will be.

My article is a little short this month but we will update you through Tool Talk when we have details on the enhanced Trades buy-outs. 🍁



*"Okay, the final step says to dismantle the whole thing and ship the jobs overseas."*

**www.cawlocal.ca/222 - CHECK IT OUT!**

**DISTRICT #12 COMMITTEEPERSON'S REPORT**

# Loss Of Market Share Plague For Everyone Involved With GM

**T**he past month has been a very busy month. We have had to deal with the announced reductions in tooling in Departments 36 and 18 as well as the picking of SPA weeks and work on a special enhanced retirement package for skilled trades.

We have been anticipating the reductions in tooling for some time, but we didn't expect them to cut as deep as they did. By the end of the year we will have no one left in Department 36 working on project work. It has been some seven or eight years since we last saw this. The reasoning for this is very simple; we have no new announced product allocation for a new model in Car Plant #2, past 2008.

## Meeting With Top Brass

On Nov. 9, 2005 we met with Joe Spielmen and Bill Boggs. Spielmen is General Manager over all the North American plants and Boggs is over the Truck division.

This meeting was a chance for the Union to hear first-hand what the state of the Company is. They didn't paint a very pretty picture. Spielmen likened our situation to the movie "The Perfect Storm." Everywhere you look you can see trouble. We have the Delphi situation; GM has the escalating Medicare problem in the States; we have the continued loss of market share; and we have all the analysts' predictions, who for the most part are Sunday afternoon armchair quarterbacks.

There is no simple solution to any of these problems, but the one thing that must happen is the decline in market share has to be reversed.

We continued to remind them that Oshawa is still the place to do business and our quality and productivity records are proof that we can back up these claims.

## What Can We Do As A Union?

When we see General Motors struggling the way they are, we often ask the question,

What can we do about it? Or we say they need to build more exciting products and people will buy them. I believe General Motors builds lots of exciting products but we have been given such an unfair rap by the media that report on our business, the buying public has just been turned off our products. We have

some of the best gas mileage vehicles on the market and everyone knows the quality gap is so close that it is hardly an issue anymore.

We are in the fight of our working lives here and whether we want to or not, we all have to do our part when it comes to promoting the products we build. The best way for us to do this is let our neighbours and friends see us buying and driving General Motors products. There is nothing that sends a more negative message than when you are purchasing a new vehicle and you buy non-GM. If GM is not good enough for you and they are the ones who put the bread on your table, why would your neighbour or friends buy GM?

As a Union we will continue to have our differences with the Company we work for but we must be allied on the issue that we build great quality cars and trucks because at the end of the day, selling these vehicles is what keeps the food on all of our tables.

We should know by mid-December what the restructuring plans for General Motors are. We can only hope Oshawa escapes the axe.

## Christmas Shutdown

The Christmas shutdown period looks as if it will be a very busy time in the Truck Plant, especially the body shop. We have asked for a meeting to deal with any problems that may arise during this time period.

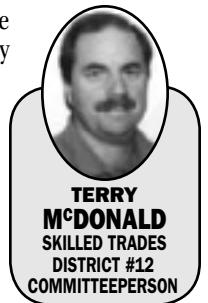
One of the problems that seems to be a concern on the floor is the programming of the new robots. We have had considerable discussion with management on this issue. Almost every electrician in the body shop has his or her 40 hour ABB training and now we need to get them the hands-on aspect of it. There is currently only one teaching cell and that is over in G.A. that the tech support people use to assist when teaching the robot courses.

What we would like is for those electricians who do not yet feel comfortable teaching the robots paths, make this known to their immediate supervisor. The Company has said they will try to accommodate these individuals.

What we don't want to happen is, the Company being able to use the excuse that our people won't be working during Christmas week because we don't have the skill set that they need. We need to take this reason out of their hands.

For the most part we haven't had too many problems associated with the launch of this program, we hope this will continue.

We still don't have a clear understanding of what work is being done in the other areas of Truck over the Christmas period.



**TERRY  
McDONALD**  
SKILLED TRADES  
DISTRICT #12  
COMMITTEEPERSON

## South Stamping

By the time you read this you should have been canvassed by your committeeperson on whether you are interested in working a straight eight shift. This was discussed at bargaining and it was agreed the Union would canvass the people to get a better feel for what people want before sitting down with the Company.

We should be starting to see the new dies for the new GMT-900 program arriving soon. The plant will be receiving some of the dies earlier than normal and it has been agreed because of this they may also end up getting shipped back out again. If this becomes the case, it will not be for work we normally do.

## Thank You Pat Blackwood

As you are aware by now Pat Blackwood has moved on to a job with the National Union. Pat had been elected for a lot of years in Oshawa in a variety of different skilled trades roles. He always wore his heart on his sleeve and many company reps have felt the brunt of some of his heated debates. He will be missed, but will still be a valuable resource at the National Union. I for one am glad that my first round of bargaining was under his leadership. When it comes to organizational skills he took a back seat to nobody. We hope he enjoys this new assignment and he continues to carry on the fight.

Until the next article, if you need to contact me, office 905-644-2262, cell 905-744-2262, or mike radio #2262 or you may e-mail me at [terry.mcdonald@gm.com](mailto:terry.mcdonald@gm.com).

I am in at 5 a.m. if you need to see me on the third shift. 🍁

**ZONE 11 COMMITTEEPERSON'S REPORT**

# Onus On Management To Implement Safe Work Practices

It's been a couple of months since I've written in the *Oshaworker*. The reason I hadn't written was due to contract negotiations going on and the many questions about the contract for which I had no answers. With the good turnout for the ratification meeting and the high acceptance rate I expect most were satisfied.

## Tool & Die

We are seeing layoffs presently with the Tool & Die. It was good news that we had enough senior employees willing to take inverse. This means that layoffs as well as the turmoil that would have been created by the movement throughout the complex won't happen at this present time. I was asked by many, "What shift will I be on? What department will I end up in?" The Company with the pressure from the Union has made a wise choice, as a happy worker is a productive worker. Let's hope product allocation is soon announced for Plant #2 so we can once again get our brothers and sisters in the tool and die trade back to full employment. It would also be a wise choice to utilize our own South Stamping presses to make more parts for both trucks and cars in the Oshawa complex.

## SPA Selections

It appears that most SPA selections went quite well. There were a few hiccups that we are working through. The SPA selection process is at least a lot better today when you get to pick your week rather than the Company designating one for you.

## Truck Plant

Most of you are aware that the Truck Plant will be going down for two weeks after Christmas and a week in April. Rumours were circulating that the two weeks after Christmas were

blackout weeks. This is not true. We met with the Superintendents of all areas and this was never discussed. The only blackout weeks that we are aware of are the two weeks after summer shutdown. The agreement in place is that no holidays for the January, February and March time frames would be okayed until SPA selections were made mid-November. After that, holidays for the aforementioned months would be on a first-come-first served basis.

Hopefully, a lot of the trades have signed the construction supplementation sheet for the Christmas time frame. There will be many outside contractors working over Christmas as the GMT-900 project needs to proceed on time. I have requested that the sign-up sheets be placed in the books earlier than they have been, so if anyone is on vacation or off for any reason, they can sign up well in advance.

## Car Plant

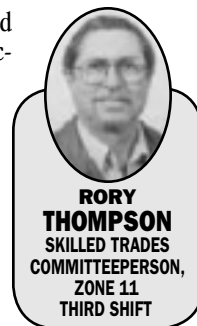
Reductions appear to be the key word in Chassis and Body Shop. They are trying to reduce Electricians, IMMs and Tool & Die as a result of the Impala wrap-up.

Fortunately, with the new paint shop gearing up and the GMT-900 project well underway, this will help to reduce the impact. This has also helped our transfer system as many lower seniority people have been moved due to the requisitions from both Truck and Car Plants. With all the economic problems facing GM, let's hope our Oshawa-built products remain popular.

## E.S.W.P.

*Electrical Safe Work Practices:* I understand that a lot of this training has been either completed or is in the process of being completed. I will be attending the program later this month. There are many questions being asked such as: How can this work during

breakdown situations and keep up with our production schedule? When will we be supplied with all the tools and equipment to implement this process? This program has been implemented Corporation-wide. It will be up to the Managers of each area to ensure the above questions get answered. Hopefully this program will be successful. If it prevents even one fatality it will be worth it.



## The Past Few Months

I would like to thank Neil Shackleton for the job he did while I was doing the District's job and also covering the additional two and one-half weeks while I was on vacation.

Thanks to Terry McDonald for the opportunity to do the District #12 job while he was away. This job is just as busy as my third shift Committeeperson's job.

Neil and I both realize it is hard to be seen every week in each area. Remember, if you place a call for your Committeeperson, you will see us.

## In Closing

This will be my last article until the new year. I wish you all and your families a happy, safe Christmas and New Year.

My radio number is 8730. My pager number is \*97-0019 within the plant, or 1-800-361-6793, PIN #0019 from outside the plant. Our in plant phone number is 7301. From outside it is 905-644-7301.

Lastly, please remember, always work safe! ♣



# Support The United Way

**HEALTH & SAFETY REPORT**

# Variety Of West Paint Safety Concerns Being Addressed

**W**e would like to take this opportunity to wish all CAW Local 222 membership and their families a safe and joyous holiday season!

With Christmas holiday time fast approaching, please take the time to use the safety knowledge learned at work and apply the same practices to your pre-Christmas duties. Every holiday season we constantly hear stories of Christmas tragedies resulting from fires, electrocutions and slips and falls from height. Please make an effort to pre-plan and look for hazards inherent with Christmas holidays.

Again, enjoy the time off with family and friends, you sure deserve it!

## West Paint Safety Review

The West Paint Joint H&S committee meets every Wednesday to discuss health & safety issues that are pertinent to the shop floor. Here are some of the skilled trades concerns we are working on:

A work order has been issued for filters to be installed on the Powder Prime Containment room to alleviate the migration of powder prime dust to the plant floor.

Maintenance work station locations are being finalized to assist our trades in carrying out their routine preventative maintenance duties on power and free conveyers.

Soundproofing of the maintenance crib on the 16 foot level phase one is to be completed at Christmas shutdown.

Acid Unload Area work continues with the completion of the containment enclosure. The observation window to tanker is complete, drainage trenching is complete. We have a commitment from engineering to update lighting in the tanker office, to reroute Emos cable, and shut off valves to air supply.

WFG pipefitters continue to replace and repair the boil out pipe.

Our stand on the use of polyester lint-free coveralls for our maintenance workforce line repair and WFG has not changed. We had a meeting with the supplier, Canadian Linen, in west paint in mid-November after the *Oshaworker* deadline to find a alternative to the present lint-free coverall (more to follow).

Meetings with engineering with input from trades are ongoing to give our trades the ability to safely carry out routine visual preventative maintenance inspec-



**LARRY CARROLL**  
CERTIFIED  
CAW  
SKILLED TRADES  
HEALTH & SAFETY  
REPRESENTATIVE



**AL M'PHEE**  
ALTERNATE CERTIFIED  
CAW  
SKILLED TRADES  
HEALTH & SAFETY  
REPRESENTATIVE

tions. We need the ability to be proactive not reactive in our maintenance duties and the safe visual interface with plant floor machinery is a necessary tool.

We have requested a second ergo assessment to evaluate the many changes made to the filter change duties of our pipefitters.

A plant-wide audit is underway to capture trades who have not received plant specific orientation (i.e. lockout/ fall arrest).

Discussions on the weld fab crib continue. We feel the location of this crib needs more input from engineering and weld crib residents.

Till next month ... Play safe! and Happy New Year! 🍁



## Pat Blackwood Appointed To The CAW National Office

*CAW Local 222 President Chris Buckley congratulates Pat Blackwood on his recent appointment to the position of CAW National Representative in the Skilled Trades Department. Pat has been an elected skilled trades representative in Oshawa for over 20 years, most recently as Skilled Trades Area Chairperson. He has sat on the CAW/GM Master Bargaining Committee for four sets of negotiations. He has been a strong advocate, fighting for the rights of skilled trades workers not only in Oshawa, but throughout GM of Canada. We wish you the all the best in your new assignment. Congratulations Pat!*

# Skilled Trades Union



**JOE  
SARNOVSKY**  
OSHAWORKER  
EDITOR

*Mark Desjardins, program coordinator, leads a class discussion in the Sisterhood Room.*



**Tony Leah, National Coordinator, Skilled Trades Union Education Program**



**Colin Heslop, CAW Skilled Trades Director**



*Participants are encouraged to state their views on a number of important issues facing skilled trades.*

In November, I had the opportunity to attend the CAW Skilled Trades Union Education Program at the state-of-the-art CAW Family Education Centre in Port Elgin.

This program was first negotiated in 1999 at Big Three bargaining and is open to all CAW skilled trades members at GM, Ford and DaimlerChrysler. There were no other unions who had a program like this, so the entire curriculum had to be created from scratch. Tony Leah, national coordinator of the CAW Skilled Trades Union Education Program (and Local 222 member) said, "One of the great things about this program is that it was developed by the skilled trades from our plants for the skilled trades in our plants."

Topics covered during the week included a profile of Skilled Trades in the Union, Collective Bargaining Gains, CAW Auto Policy, Apprenticeships, New Technology, Work Ownership and a history of our Union. Marc Desjardins, national coordinator of the CAW Skilled Trades Union Education Program said, "What I like best about this program is that it brings skilled trades workers back to the shop floor realizing the struggles from the past and the solidarity needed to make progress in the future."

They say timing is everything. Well, timing was on our side this particular week as the CAW National Executive Board was also at Port Elgin for their quarterly meeting. This allowed for some very exciting guest speakers. CAW National President Buzz Hargrove addressed the class about the Union's strategy going into 2005 Big Three bargaining and about the significant gains made for skilled trades workers. Former CAW Presi-

# Education Program

dent Bob White spent some time with the class retelling the story of the historic split from the UAW and the formation of the CAW in 1985. Colin Heslop, the CAW National Skilled Trades Director welcomed the class to Port Elgin and to the education program.

(Most of the classes were held in the Sisterhood Room at Port Elgin, which in 1999 was dedicated to the Local 222 Women's Committee from the late 1960s, a time when seniority lists were separate for men and women. They lobbied the Ontario government and had this changed in 1970 so that laid-off female employees could be recalled into traditional "men's" positions, based on their seniority.)

Potential students should not be intimidated by heading into a classroom setting. There's no pressure from the instructors to participate. You're encouraged to, but if you feel like just taking it all in, that's fine too. The only thing that you have to do is attend all classes. If you fail to show up for a class, you will be sent home.

But it's not all classroom time. In the evenings, there are activities planned for those who wish to partake. There's a euchre tournament, pool tournament, volleyball, darts and the ever-popular karaoke. There is an exercise facility, sauna and hot tub on-site. The property is located on Lake Huron so there are miles of beach available if you want to take a stroll.

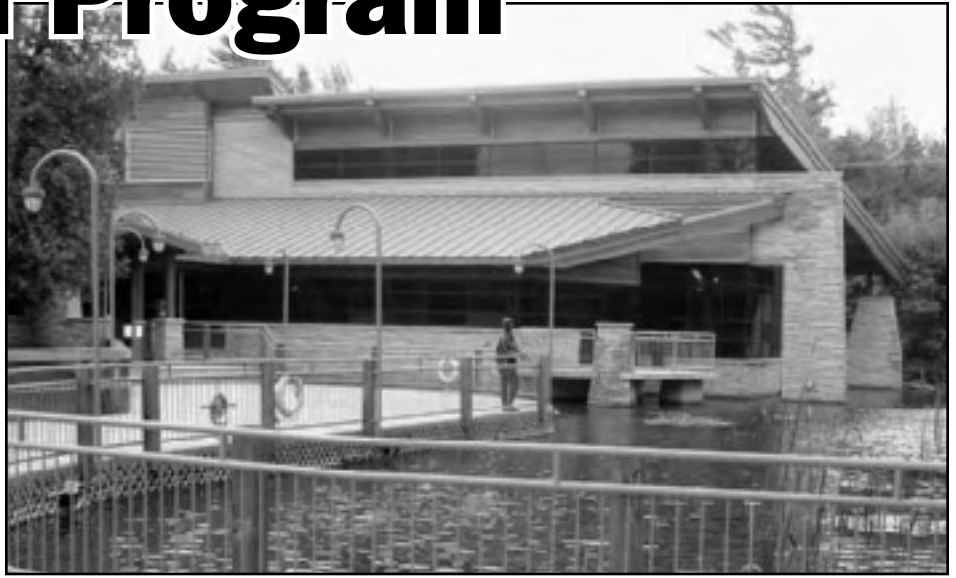
It was a wonderful experience that I would recommend to all skilled trades workers at the Big Three. It's your program and it's your facility. Take a week to share some camaraderie with fellow skilled trades workers from the Big Three and to learn more about our successes and also the challenges facing the skilled trades. Course dates for 2006 will be announced soon. Contact your committee person and fill out an application. 🍁



**Brian Owen, Electrician, Car Plant #2 Body Shop, 3rd Shift:**  
*"I found the CAW Family Education Centre in Port Elgin a relaxed and enjoyable place to learn. It was interesting to share views with my fellow skilled trades from Ford and DaimlerChrysler."*



**Andre Martin, Electrician, Truck Plant Body Shop, 3rd Shift:**  
*"It was a good union experience and I learned a lot of interesting things during the week. I recommend this course to all of the skilled trades at GM in Oshawa. Merci."*



*The CAW Family Education Centre in Port Elgin*

**Photos by  
Joe  
Sarnovsky**



*Buzz Hargrove, CAW National President*



*Bob White, former CAW National President*



*The statue and eternal flame at the CAW Family Education Centre in Port Elgin, dedicated by our members, in memory of the 14 women murdered on December 6, 1989, in Montreal.*

# Car Plant Won't Have A Bounty Put On Our Members

**S**ince our return from bargaining we have had a somewhat rocky relationship with certain members of management.

For instance, Plant #1 paint shop management, especially at the superintendent levels, the atmosphere has been strained. We as your Union reps have met on several occasions with the three superintendents to try to resolve the issues related to Plant #1 paint. Since virtually nothing was done other than the three amigos (Plant #1 Superintendents) taking lots of lovely notes, we finally met with the area manager on Nov. 10 and 11. He should have been embarrassed by the lack of ability by the three amigos to settle the bad morale on the shop floor and resolve the issues at hand.

A few shop floor members met myself, Bill

Rothney, Colin James and area manager Jeff Rose. These members vented and relayed the same problems to him as we did to the three amigos. Hopefully the area manager can get the three amigos to do their jobs properly by giving respect to our members who work in Plant #1 paint shop. If not, then we may need to advance our arguments to a higher level.

Part of the problem in the paint shop is the enormous turnover of front line supervisors. I believe there are more supervisors either quitting or being fired in paint shop than any other area of the Car Plants.

## De-Rate Of Paint

The Corporation must still be holding their heads in their hands after building a brand new, state-of-the-art paint shop which can't

keep up to the rest of the Car Plants. The drop (de-rate) in line speeds will have an impact on virtually every production job in both Car Plants. This will result in probably more job disputes, bad morale and quality problems. All because Generous Motors can't engineer a billion-dollar investment to keep up to the assembly lines. With engineering like that it's no wonder this Company is in bad shape.

## Hardware Bounty Hunter

There is a new, temporary (hopefully short term) superintendent trying to make a name  
**see CAR – page 27**



**RON  
CARLYLE**  
DISTRICT #4  
COMMITTEEPERSON

## DISTRICT #1 COMMITTEEPERSON'S REPORT

# Truck Management Keeps Pushing For Changes Outside The Agreement

**A**s this is my first article submitted since negotiations I would like to thank all the members working in District #1 for their support and solidarity throughout the bargaining process. It was a tough set of bargaining but now we have to work together to enforce the changes. I would like to thank all the reps who replaced the Shop Committee while we were in Toronto, especially Dave Dowdle who replaced me as District #1 Committeeperson and Tony Prentice as Chairperson who communicated with me on a daily basis as issues arose throughout the plant. Thanks for a job well done.

I am not going to elaborate on the bargaining process this round of negotiations but will commit that if you need any clarification on my position on certain issues please feel free to put a call in through your supervisor. Politicians may spread rumours but they are not constructive in manner and tear away at Union principles.

District #1 will be growing in size during 2006 as a result of the Model Change. This is good news for all of us but at the same time we have to beware of the Company's agenda. We have a lot of work ahead of us in protecting our rights and job security. I will be sitting down with the respective Area Managers to discuss

job changes and openings and will be including each respective Committeeperson during this process. The Company has informed all the Responders in the plant that they are required to be at work for the first two weeks in January. The Responders are of the same classification as everyone else and feel that they are being singled out and with good reason. We are presently meeting with the Company on this issue and will keep everyone informed on the results of these discussions.

During the recent set of negotiations the Union agreed to allow the Company to bring in two TPTs in each supervisor's group Mondays and Fridays before requesting a double shift. Any other circumstances (deer hunt and March break) would have to be mutually agreed upon between the parties. For the record I did not agree to bring in TPTs during the weeks of the deer hunt. I made my position quite clear to upper management prior to the hunting weeks. I will argue grievances that were filed during these weeks where TPTs worked Tuesday, Wednesday and Thursday. This Company must realize that any agreement that goes outside our Working Condition Letters and Collective Agreements will have to be agreed between the Company and the Truck Plant Shop Committee.

Recently, the Company believed that they

no longer had to live up to Appendix Q of the Master Agreement whereas anyone on SPA during a layoff would have 40 hours PAA credited to them and be coded layoff. This would disadvantage everyone who had their waiting period in or due to Jan. 2nd being a holiday would deprive them of automatic Short Work Week benefits. I would like to thank our President Chris Buckley who immediately intervened on our behalf and met with Divisional Labour Relations to fix this issue. The Company ultimately agreed to reinstate the past practice of Appendix Q for the first SPA period until the parties can meet at the Master Level for clarification.

In closing, I would like to wish all the members and their families a safe and enjoyable Christmas shutdown and a prosperous New Year. If you require my assistance I can be reached in my office at 2480 in plant, from outside at 905-644-2480, in-plant pager \*97-2480 or from outside the plant at 1-800-361-6793 PIN 2480. Also my mike radio number is 2480. 🍁



**GREG  
MOFFATT**  
DISTRICT #1  
COMMITTEEPERSON

# "Just Give Us The Best To Build"

**W**ith this being the last article of the year 2005 we must look back and ask ourselves, with all the decisions that management are making, are they really in this business to fail or succeed? They do have the right to manage or mismanage their business. In my opinion they are doing a great job lately of mismanaging their business. Here is just one example. Just two weeks after negotiations, our Car Plant Chairperson Steve Drinkwater was called to a meeting by the Assistant Car Plant Manager and Car Plant Personnel Director. He was told the new paint shop the Company spent approximately \$1 billion on cannot keep up to the rest of the departments within both Car Plants. This means they plan to derate the line speeds in all other areas of both Car Plants. They also told Steve that the derate for Plant #2 would happen early in the new year with a loss of 80 jobs and for Plant #1 there would be a loss of 120 jobs in the August time frame of 2006.

We the Union believe the Company is bargaining in bad faith as the Company claimed they knew this for a long time but did not inform us until after negotiations. In the Union's opinion this was nothing more than the Company mismanaging their own business. What Company in its right mind would spend \$1 billion on their company and then realize

they would lose the ability to build as many jobs? Earlier this year Rick Wagoner, Chairman and Chief Executive Officer of General Motors, announced the loss of 25,000 jobs in the United States as they are going to downsize their product lines to be more competitive. This could mean a possibility of up to eight plant closures in the United States. The UAW in the United States have, with approximately one year still remaining in their four-year contract, given up big concessions, approximately worth \$17 billion, including paying most of their own health care.

This could put a lot of pressure on Canadian operations and could also influence decisions on future product allocation in Canada. This will remain to be seen.

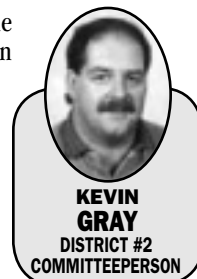
In my opinion if General Motors wants to turn things around they will have to make better business decisions, introduce new product designs in the tough automobile market that are much more appealing to their customers in a timely fashion. General Motors are way behind the competition in their new designs, and the advertising of their products. The big advantage General Motors has is right here in Canada, with our membership's ability to build high quality world-class vehicles at incredible productivity levels. If given a well-designed and engineered vehicle, with proper tools and parts for assembly, our membership will

continue to produce the highest quality vehicles in the industry. We know we're the best, just give us the best to build.

## Job Cuts

Every year General Motors' management is looking for ways to cut our hourly workforce. They call this their "gap plan." If management comes to you and wants you to do more work, make sure it's in your job write-up and make sure you call your Committeeperson. You have to understand it's the Company that's eliminating these jobs and not the Union. Put the blame where it belongs. We the Union are opposed to any and all job cuts. However, if the axe is going to fall the Company should clean up its own backyard first. We your elected reps in the body shop put out a leaflet in the body shop showing you and the Company how they could cut out some of their own (non-value-added workforce). As I already stated the Union is opposed to all job cuts, but it only makes sense if there are fewer of us they don't need as many of them. We see where they could cut at least 18 in their own backyard. Let's face it, a paid pension on management's side of the fence makes

see **JUST** – page 28



**KEVIN GRAY**  
DISTRICT #2  
COMMITTEEPERSON

## Car Plant Won't Have A Bounty Put On Our Members – continued from page 26

for himself in Plant #2 hardware. Some guy named York (although I apparently spelled his name wrong in a previous article, but with his approach maybe his name should start with the fourth letter in the alphabet). York was mad because he had to pay grievances at a recent second step meeting, so he retaliated by telling his floor supervisors that the first supervisor who disciplined one of our members would either get \$5 or lunch paid by York. In my opinion this should warrant York either an immediate demotion or a suspension. His childish behaviour is not welcome in Plant #2 hardware. Until he gets his act together we as Union reps will not have a productive working relationship with York. The other superintendent in hardware at least has the credibility to sit down with the Union and try to work out the issues of the day, something York fails miserably at. Anyhow, the higher-ups have the facts, it's time to deal with York. There is no room for bounty hunters in the Car Plants.

## Locked Keys In Your Vehicle?

Ever locked your keys in your vehicle by mistake? There is apparently a way you can unlock your vehicle without much embarrassment and effort. If you have a cell phone and remote key fob, just call someone who has the other set of keys with a remote fob. On the phone, get the person who has the fob to hold it up to the mike end of the phone and press the unlock button. You, on the other end, need to point your cell phone at the driver's door area. Presto, the vehicle will unlock. It may sound a little goofy but it works.

## Taxes Anyone?

Here's a list of some of the taxes we pay here in Canada: building permit tax, capital gains tax, cigarette tax, corporate income tax, dog licence tax, federal income tax, provincial income tax, fishing licence tax, food tax, fuel permit tax, gasoline tax, hunt-

ing licence tax, inheritance tax, Revenue Canada IRS Interest charges (tax on top of tax), liquor tax, luxury tax, marriage licence tax, medicare health tax, property tax, real estate tax, septic permit tax, service charge tax, Social Security tax, sales tax, school tax, unemployment tax, telephone federal excise tax (cell phones), trailer registration tax, utility taxes, vehicle registration tax, watercraft registration tax, workers compensation tax, and to top it all off, GST on everything you buy, including your own funeral.

Not one of these taxes existed 100 years ago. Canada was prosperous, had absolutely no national debt and had one of the largest middle classes in the free world. *What The Heck Happened?*

Since this is the last article of the calendar year, I would like to wish you and your family a good Christmas holiday and all the best in the New Year.

Until later, have a great day. 🍁

# GMT-900 Not A Chance To Bring In GMS

**G**MS (Global Manufacturing System) is a corporate system of how they want to run their business. It is full of anti-union tactics that compromise your seniority rights and must be monitored carefully. There are elements of this strategy that we cannot stop but many elements are direct violations of our Collective Agreement. This Company will use the state of the auto industry to implement this strategy and threaten that non-compliance will result in job loss and possibly plant closures. These threats eat at the heart and soul of every member who comes to work to build the product for the Company, and in return expects to make a decent wage and trusts the Company in maintaining their job security.

This is not the first time that this Company

has tried tactics such as GMS. Remember the "lean manufacturing." Remember when time studies were done with watches and not charts. This Company will never stop trying to implement changes that increase their productivity and take away the rights of its workers.

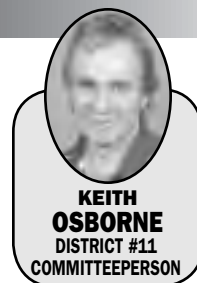
We cannot and will not stop resisting such a strategy. I guarantee that if we gave the Company every concession they asked for in the belief that it would provide us better job security the Company would come after more. Once you start going down this path it never stops.

In the New Year the Truck Plant will begin the last leg of its model change and will begin production in October 2006. I am confident that it will be a quality vehicle that will sell well because I have confidence in the men and women in this plant who will build

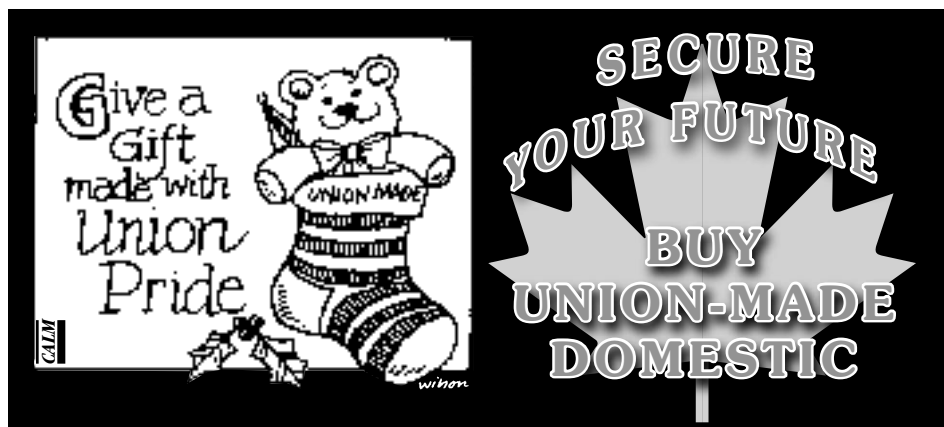
it. The Company need not think that this is an opportunity for them to implement Team Concept. They are not going to implement a change that pits worker against worker. We were successful in bargaining in stopping job rotation but the job is not done. GMS has many elements that would erode your rights and we will have to be pro-active in heading these off. We will agree to some of the changes but only ones that do not infringe on our rights. It is imperative that we stick together if we are going to survive and I know we can.

The Truck Plant will cease production for the first two weeks of January and a week in April so that our Skilled Trades members can get some of the major changes to the plant completed. Discussions have been ongoing about who is required to work during this downtime and issues surrounding Par. 16 (Remain at Work) of our Local Agreement. We also had issues about Appendix Q and SPA weeks that fall during the layoff. With the assistance of Chris Buckley we were successful in maintaining our rights under this Appendix for the first SPA period and discussions will continue at the Master level for clarification on this very important issue.

In closing, I would like to wish you and your families a safe and enjoyable Christmas holiday. I can be reached by phone at 905-644-3376 or pager inside the plant \*97-3376 or outside the plant at 1-800-361-6793 PIN 3376. ★



**KEITH  
OSBORNE**  
DISTRICT #11  
COMMITTEEPERSON



## "Just Give Us The Best To Build"

no money for General Motors. We make all the profits as you the membership does all the work. When will General Motors realize enough is enough? In most cases every time they eliminate a job it affects the quality of the vehicles we build. The Company has won many J.D. Power awards because you the membership build the best cars and trucks in North America. Now the Company wants to cut more jobs which will more than likely affect their quality. One would almost think General Motors is trying to sink their own ship. Just remember General Motors management, you guys don't make any profits for your company, you are all liabilities. Our membership does all the work and makes all the profits for your Company, so clean up your own backyard and we will make you even more profitable.

### A Couple Of Personal Notes

I would personally like to thank all the staff at the Union Hall for all the work they do for us over the year. Sometimes we take it for granted but for myself, I really do appreciate your hard work. This also goes for all the Union benefit reps in the plant and at the Union Hall. Thanks and keep up the good work in 2006.

### To My Family

To my best friend Lori and my girls Melissa and Kayla, I would like to thank you very much for your support over the past year and during my absence from your lives during negotiations. Your support means so much to me and I love you ladies very much. Also to my mother, you know you

– continued from page 27

mean the world to me and I'm looking forward to spending some time with you over the holiday season. I love you all very much. Thanks again.

### In Closing

With this being the last article for 2005 I would like to wish you and your families a Merry Christmas and a Happy New Year. I hope you all enjoy a well-deserved rest and holiday with your loved ones. See you all in the New Year and remember, be responsible and safe.

Until next time, have a great day. If you need me for any reason you can call me in plant at 905-644-3172, pager \*97-1831 in plant or home 905-433-4040. ★

# District #6 Departmental Summary For Year's End



**S**ince this is the last article before the Christmas holidays, I would like to take this opportunity to wish everyone a safe and happy holiday. We have had a tough year with contract talks and the uncertainty of the auto industry in North America. General Motors continues to struggle financially and with market share. Here in Oshawa rumours have been running wild through the plants. Hopefully the New Year brings fewer rumours and a bright future for our membership. All we can do is continue to build the best product that we can. At the time of writing this article, the demand for our cars was strong and layoffs were not forecast in the future.

This year in District #6 we have had our ups and downs but I believe for the most part we have been able to work through the issues. There has been no shortage of work for the committeepersons. Discipline for absenteeism and workmanship have been the two main issues.

A quick summary of what is going on in each department in District #6:

Department 43C: Changes in rate of pay bringing them closer to production and changes in letter 34 affecting overtime.

Department 44E: Changes in rate of pay.

Department 51: Still many issues with standards, locker shortages and a new policy on seat belts for lift truck drivers.

Departments 63A and 73A: Working on overtime supplementation agreement and still waiting on a new washroom and lunchroom for area.

Department 68B: Salvage, still having issues with vendors doing our work.

Department 68C and 78C: In process of removing temps and dealing with rerun issues.

Department 69A: Overtime issues, discipline issues and waiting on ice machines for the plant.

Department 70: Issues with M.O.U. and overtime.

Department 66: Working through new process and changes in area.

As I said in my last article, grievances that were resolved should definitely be paid out by now. If you believe you had a grievance that

should have been paid out please contact your committeeperson. The Shop Committee has been putting out contract reports to clarify what was achieved at negotiations. If you have not seen them please contact your committeeperson as we have extra copies.

This is the one time of year that I publicly thank the committeepersons for their support and hard work in representing the membership. I would like to thank all the committeepersons and alternates in District #6 for their dedication and great job looking after the membership. Their jobs are not easy as they are the union reps who are in the trenches fighting for your rights and it can sometimes be a thankless job. I am sure they would appreciate a thank you from the people they represent. I think it's important to understand that the Union is here to fight for you, not fight against you. The Company may be who you get your paycheque from but they are also the ones that change the policies, rules, enforce them, discipline you and forget to pay you...

**see DISTRICT – page 30**

## HURRICANE KATRINA RELIEF Help Build Canadian Village in Louisiana

Join other CAW members and donate a week or two of your time to help those most affected by Hurricane Katrina. Your skills are greatly needed.

The CAW is part of an organization helping to provide long-term support for victims of Hurricane Katrina which devastated the U.S. Gulf Coast.

The project is referred to as Canadian Village in Louisiana. The village will provide housing for some of the poorest families, many with children who are in dire need of accommodation in the aftermath of Hurricane Katrina.

CAW members and retirees who are willing to donate a week or two of their time and their skills are needed. Carpenters or those who possess the skills to build decks and perform basic carpentry work associated with the Canadian Village project are needed, as well as volunteers with electrical, plumbing and painting skills.

It is important that the names of interested volunteers be received as soon as possible. The CAW will provide travel and modest accommodation. If you're interested in volunteering, contact Nancy Kearnan by e-mail at [trades@caw.ca](mailto:trades@caw.ca) or 1-800-268-5763 ext 553.

# Department 8 Relief Continues To Be Thorny Issue

## Double Shift Overtime

**D**uring each set of negotiations there are changes to in-plant practices that affect our working lives and are put into place in the hope of making things easier for our members. This set of negotiations was no different; all three Districts within the Truck Plant had numerous issues regarding management not being consistent in the offering of double shift overtime to our members and in many cases not offering it at all. Therefore, we held several meetings between our entire Truck Plant Shop Committee to discuss how we could resolve these issues. Although we realized that it would be a big change for our members we unanimously agreed to implement a common double shift posting agreement within all of our areas of jurisdiction.

This agreement has been in place for several years within areas of District #11 and also existed in two groups within District #13 with very few complications or problems, yet still puts the entire onus upon management to ensure our members are treated fairly. Management is obligated to the following; ask the operator first, then post the opportunity in the agreed upon areas within each group for our members' consideration and keep the original posting within each group office for viewing if concerns arise.

Further to the above, I have held meetings with floor management to ensure that common posting areas will be placed in each group and an additional area in Moist 2 Paint Shop. Due to its geographical location, overtime will be posted as early in the week as possible so that

members who wish to work will have the opportunity to make their arrangements.

This agreement does not change any practices or contractual language pertaining to Casual Overtime within either the Local or Master Agreements as it pertains to double shift overtime only.

## Department 8 Reliefs

Prior to negotiations management within Department 8 requested a meeting with myself and all of the Committeepersons who represent this area. At that meeting they informed us of their intent to eliminate a relief person between the care-line and roll test areas by reducing each person's relief time by five minutes. To conclude this meeting we took the position that under the third shift memorandum it was quite clear that service department relief time would not change and therefore each of our members will continue to receive a 15 minute relief. This issue as far as we were concerned was resolved and we heard no more from Department 8 management.

While at negotiations, Truck Plant labour relations representatives put across the table that they felt service departments could reduce relief times to that equal to production departments within the plant. After several heated meetings with labour relations staff, they reluctantly agreed the 15 minute personal relief time would stay intact, yet they maintained they still had the ability to eliminate one of our relief people with the time available. Further to this, they informed me that Department 8 management had another plan on how they could do this reduction and that we would

have further dialogue upon our return to the plant at the conclusion of negotiations.

Within a few short days of the ratification of our tentative agreement, Department 8 management once again came knocking on my door with another proposal. Again I consulted with the committeepersons from all three shifts and we met with the Company to examine their so-called proposal. This new management proposal was unanimously rejected by our entire committee due to the fact that although management had maintained the 15 minute relief practice, they now wanted several jobs to be self relieved. Reliability Manager Paul Furlani stated, "I guess we agree to disagree but we are going to proceed regardless."

After further meetings on this issue with upper management, I had the implementation of the second proposal stopped. It was becoming abundantly clear that management is determined to eliminate headcount within this area, as a third proposal has now come forward. Although I have forced management to reconsider their position of self relief and been successful in maintaining our 15 minute relief practice, I am still not satisfied and will be meeting with the entire Truck Plant Shop Committee as management now believes that they have the right to have Department 8 rollers and 4C group leaders perform partial relief functions.



**DAN  
HENDERSON**  
DISTRICT #13  
COMMITTEEPERSON

## Grievance Payments

As of the writing of this article, all of the grievances that were agreed to during this set of negotiations have been submitted to payroll for payment and you should have received your money by now.

In closing I would like to wish all you and your families a safe and enjoyable Christmas vacation and I look forward to seeing you all in the New Year. For those of you who chose to retire, all of the best in a long, well-deserved retirement. For those who are new to our areas, if I have not already, I will be around to meet each of you personally.

If you need to reach me, I can be contacted at extension 644-4646, mike radio 4646, e-mail dan.henderson@gm.com or home 905-434-7649.

Until next issue. 🍁

## District #6 Departmental Summary For Year's End

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etc..

The Union fights for your contractual rights, respect and dignity for you, working conditions and increases to your standard of living. Without the Union you would have no contractual rights, no respect and dignity, bad working conditions and *The Company* would set your standard of living. Benefits would not exist, including dental, vision, tuition assistance etc... As we move into a new year, let's work together with your Union to take on the issues

that the Company creates. Remember who is fighting for your rights and who it is that disciplines you and eliminates your jobs.

Before I wrap it up, I would like to wish all the members that retired in 2005 all the best and hope their retirement is everything they wanted it to be.

Until next time, united we stand, divided we fall. I can be reached at 905-644-4694, pager in plant \*97-4694 or pager from outside the plant 1-800-361-6793 PIN 4694. 🍁

# Survey Results Will Help In Pension Decisions

It has been agreed upon that we do a canvass/survey regarding pension incentives. As no one can predict the future, this canvass/survey is needed to get an idea on who is interested in retiring. To say we have 560 \$50,000 incentives in the first year, only to find out only 200 are interested, doesn't help. Therefore the canvass/survey will help us to see exactly who and how many are interested in retiring. This may allow us to spread out these special incentives over three years depending on interest.

It is important that you fill out and return these canvass/surveys so we get a better idea on how many want to go and in what year.

Due to the uncertainty of our industry, it is impossible to predict if any Document 12s or 13s will be available over the life of this agreement. Rather than do another canvass if Document 12s or 13s become available, the canvass/survey will give us a handle on just who is interested and when and if you want \$50,000 or \$70,000.

If you are only interested in retiring with \$70,000 in 2006 then you choose only that option.

If you don't care if it's \$50,000 or \$70,000 you may choose one or two. Keep in mind if no \$70,000 are available you will be expected to retire with the \$50,000 if your number comes up. So if you are interested in just \$70,000 then only choose that option.

If you choose three you are asked to fill out the survey indicating your intentions for year 2007 or 2008. You are not bound to the

survey, it is only for future planning purposes. If for example you choose to retire in 2007 and change your mind, you may do so when canvassed for 2007.

Due to the uncertainty the canvass/survey will better equip us to decide how many want to go and when. There is no point in us demanding 560 in the first year if only, say 300 are interested. It is for this reason we are doing the canvass/survey. We ask you complete the survey and return it in order to aid us in our demands.

As I have stated, no one can predict the future, however this canvass/survey will go a long way to help us accommodate everyone in the year they wish to retire. Getting a letter/canvass/survey does not guarantee you'll get a package. If you say "yes" but there are not enough packages you will be re-canvassed for the year 2007.

You should consider the following when making your election:

1. The Company has agreed to expand the retirement canvass for the special \$50,000 incentives to cover all three years of the Collective Agreement.

2. Employees must be on active status to be eligible to receive an incentive.

3. The effective date of retirement for successful candidates will be determined by the Company.

4. Those employees whose credited service entitles them to receive an offer of retirement will be required to retire on the date specified by the Company.

5. Only those applications received by 4 p.m. on Friday, Dec. 23, 2005 will be considered.

If you need assistance understanding your letter, Chris and myself will do our utmost to make sure you understand your situation before handing in your letter.

I want to stress again, please complete the canvass/survey and return it by Dec. 23, 2005. Please be honest and forthcoming. If you decide GM doesn't need to know your business, fine, don't return it. However, this survey is a good tool to help us in determining how many we will demand in each year. Having numbers to back up our argument will go a long way in helping us to help you.

I will also say, if you don't want to wait around for an offer, you still have the right to retire on your own terms when you want, and receive the \$25,000 no matter what. The choice is yours. Please take the time and complete the survey.

If you have questions or concerns I can be reached at 905-644-6342, leave a message if I'm not there, I will return your call. My pager is 6342. Also I am at the Union Hall Monday afternoons and Chris is there on Thursday afternoon.

Some 2,100 letters will be going out, and we have two Union Pension Reps. Please keep this in mind. We will do our best to aid you in one of the biggest decisions you will make, retirement! 🍁



**BILL  
MUTIMER**  
PENSION  
REPRESENTATIVE

## LOCAL 222 RETIREES

**Our Best Wishes go out to the latest group of Local 222 retirees.**

**Good luck to each and every one of you.**

**We wish you all the best in your future endeavours.**



**BILL  
MUTIMER**  
PENSION  
REPRESENTATIVE



**CHRIS  
SMITH**  
ALTERNATE  
PENSION  
REPRESENTATIVE

| Name               | Unit And Department | Years of Service | Retirement Date |
|--------------------|---------------------|------------------|-----------------|
| Jack M. Armstrong  | GM-61               | 25.1             | Jan 2006        |
| Kenneth C. Beckett | GM-27               | 31.0             | Nov 2005        |
| Robert C. Brown    | GM-50               | 30.0             | Nov 2005        |
| Rosaire Chretien   | Lear                | 11.0             | Nov 2005        |
| Michael Dudlarek   | AGS                 | 24.0             | Nov 2005        |
| David N. Fernandes | GM-85               | 30.4             | Nov 2005        |
| Douglas K. Grant   | GM-69A              | 30.7             | Sept 2005       |
| Thomas F. Harris   | GM-85               | 20.7             | Jan 2006        |

| Name             |
|------------------|
| Emmet K. Jarrett |
| Roger J. Linton  |
| Irshad Munawwar  |
| Vivian D. Pitt   |
| Patrick St Kitts |

| Unit And Department | Years of Service | Retirement Date |
|---------------------|------------------|-----------------|
| GM-69A              | 21.2             | Jan 2006        |
| GM-61               | 22.9             | Nov 2005        |
| GM-85               | 30.8             | Oct 2005        |
| GM-69A              | 25.9             | Dec 2005        |
| GM-771              | 23.0             | Feb 2006        |

# Jan. 2006 Truck Plant Layoff Information

## Please Keep This Information Handy!

**N**o E.I. layoff applications will need to be filed for the week of Jan. 9th. General Motors will supply the E.I. office with the names, addresses, clock numbers and Records of Employment of all laid-off employees (please make sure your mailing address is up-to-date with General Motors to ensure the E.I. office receives your correct address).

The E.I. office will mail you a statement with detailed instructions on how to report your E.I. claim. You should receive your statement in the mail no later than Feb. 17th.

If you have not received a statement in the mail by this time it is your responsibility to come forward for assistance. If you do not call in your report in a timely manner or come forward for assistance, your layoff week will not be accepted as a qualifying week for E.I. and SUB purposes due to the time limits. You may also log onto the Internet and complete your layoff report by going to [http://www100.hrdc-drhc.gc.ca/ae-ei/dem-app/interdec\\_preamble.shtml](http://www100.hrdc-drhc.gc.ca/ae-ei/dem-app/interdec_preamble.shtml) or you can go to the CAW Local 222 website, [www.cawlocal.ca/222](http://www.cawlocal.ca/222), click on Labour Links and click on Employment Insurance Layoff Link. Note: You will have to wait until you receive your statement in the mail from the E.I. office giving you a TAC (telephone access code) before you can complete your report on-line.

One question you will be asked when reporting your week of layoff to the Employment office is your employer's phone number, which is 905-644-5000.

Remember that you will have to report your week of layoff to the government even if you are not entitled to any monies for this layoff, to qualify for your first week of waiting period. If there happens to be another layoff in the next 52 weeks you will then be entitled to 65 percent of your gross pay for a 40 hour week.

SUB applications will be made available through your supervisors. Any employees who have served an E.I. waiting period in the past year will have to file a SUB application. If you are unsure if you have served an E.I. waiting period in the past year we advise you to file a SUB application through your supervisor, it is always better to be safe than sorry. If you are entitled to any SUB monies, the monies should be deposited into your bank account Jan. 20th. If SUB monies are not in your account on the 20th put a call in for us to come and correct the problem.

Remember that if you have served a waiting period in the past 52 weeks prior to the January layoff, the SUB office will pay you a SUB payment on an estimate. After nine weeks the SUB office will do an audit to see if you correctly reported your week of layoff to the E.I. office. If you have not reported your week of layoff the SUB office will send you out a letter stating that they are about to start taking your SUB monies back out of your weekly paycheques at up to \$200 a week.

Remember it's your responsibility to report your layoff or come forward for assistance if you haven't received a statement from the E.I. office by February 17th. By not reporting your week of layoff to the E.I. office you could lose an E.I. and or SUB benefit worth around \$800 gross payment for production employees and higher for trades. Don't let this happen to you.

To be eligible for a SUB benefit you must receive an E.I. benefit or be serving your second week of an E.I. waiting period. To be eligible for an E.I. benefit or waiting period you must be in Canada during your layoff period.

What this means to our members, is that you may leave the country and collect a Short Work Week Benefit for your first week of layoff January 1st to the 8th, but you must remain in Canada from January 9th to the

13th to be eligible for an E.I. and SUB benefit.

If you leave the country during your layoff period and collect an E.I. benefit the E.I. office will penalize you and there is a good possibility they may charge you with fraud.

Any employee with under one year of seniority will need to file a layoff application with the E.I. office for the week of Dec. 26th. Have your supervisor place a call in for us to come and assist you.

## E.I. Waiting Periods

There has been a great number of employees come forward in the last few months after returning to work after an S&A or compensation leave, to put a waiting period in for E.I. benefits. One thing we would like to ask of anyone who is returning to work after an S&A or compensation claim, who would like to put a waiting period in, is that you have a photocopy of your S&A papers with you if you were on S&A benefits or a note from your doctor stating the period of time you were off work, if you were off on a compensation claim. We will need to take this medical evidence to the E.I. office, so if you want a copy for your records please have a copy for yourself already photocopied.

To put a waiting period in for E.I. benefits while off sick or injured you need medical evidence to verify your illness or injury. If you have your medical evidence with you when we come to put your waiting time in, your claim will be processed quicker and more efficiently at the E.I. office. If you don't have your medical evidence with you we can get a copy of your S&A claim from Sun Life with your authorization. If you were off work on compensation we will have you go to your doctor to fill out a medical certificate, then we will forward the medical information to the E.I. office. As you can imagine if you have your medical evidence with you when we come to put your waiting period in, the chances of your claim being processed correctly and quickly at the E.I. office is greatly enhanced.

You have four weeks to file for an E.I. waiting period after returning to work. The E.I. office has become very strict at adhering to these time limits in regards to claims, so seek assistance with an E.I. waiting period application as soon as you return to work.

## Union Benefit Requests

When having your supervisor put a call in for us make sure your supervisor faxes to the correct fax number of 4608. If you haven't seen us within a couple of days after you have put in the call, ask your committeeperson to page us for you. We have had supervisors faxing to the wrong fax number or not putting the calls in at all. This also includes third shift calls. We are committed to continuing our past practice of answering all calls within two working days.

When asking your supervisor to fax a call to any of your in-plant benefit representatives be sure your supervisor requests the correct representative, SUB and E.I. Rep, Pension Rep or Insurance and Healthcare Rep.

## In Plant Phone Numbers

Dale's office number is 905-644-7839, inside plant pager \*97-8099, out of the plant 1-800-361-6793, pin 8099.

Dave's office number is 905-644-1541, inside plant pager \*97-8525, out of plant 1-800-361-6793, pin 8525.

Until next time, stay alive and well. 🍀



**DAVE  
MURPHY**  
SUB  
REPRESENTATIVE

**DALE  
MILLSON**  
SUB  
REPRESENTATIVE

# GM Benefit Update From New Contract

- **Eye Exams (new):** Eye exams will now be covered on the basis of one eye exam every 24 months, paid to the maximum of \$65 dollars per exam effective Oct. 1, 2005). This benefit is covered by our Sun Life vision benefit plan.
- **Vision Care** increases effective Oct. 1, 2005, the vision care plan will provide coverage as follows:

Single vision \$200 every 24 months  
Bifocal \$255 every 24 months  
Multi-focal \$325 every 24 months  
Contact lenses \$210 every 24 months

Up to \$325 may be applied to the cost of laser eye surgery. This benefit would be in lieu of any claim under the vision care plan for the next 48 months. If you have not used the plan in the last 24 months and elect to use the laser benefit you will not be eligible for the laser eye benefit again. It's a one time deal. Once you have gone for laser eye surgery and have been paid the entitled amount under your benefits you will not be eligible for glasses for 48 months from the date of eye surgery. This benefit is covered by Sun Life vision plan.

- **PSA Test:** Effective Oct. 1, 2005, coverage will be provided for one annually, for men age 50 or older. The maximum payable for this test will be \$15 dollars. Green Shield covers this benefit.
- **Psychologist Services:** Up to \$500 now will be available to be applied against the cost of a

psychological assessment for children under the age of 14 (once per lifetime), and will be applied against the annual maximum in the year it is claimed. This benefit is covered by Green Shield.

- **Chiropractic Benefits:** The annual maximum has been set at \$450, effective Oct. 1, 2005. Green Shield covers this benefit at the maximum of \$25 dollars per visit.

- **Dental Plan:** The annual maximum has been established at \$2,800, effective Oct. 1, 2005

The orthodontic lifetime maximum will now be \$3,600, effective Oct. 1, 2005

Effective Jan. 1, 2006, benefits payable shall be based on the Provincial Dental Association fee guide in effect for the previous year. Coverage for supplementary bite-wing x-rays will be provided once every 12 months, instead of once every nine months. Our Sun Life Dental Plan covers these benefits.

- **Paramedical Coverage:** The annual maximums for Naturopaths and Podiatrist/Chiropracist have each been increased to \$325, effective Oct. 1, 2005. Naturopaths are covered at \$25 per visit. Podiatrists are covered at \$11.45 per visit once you have exhausted your Provincial Health coverage. Chiropracists are covered at \$11.45 per visit. For Chiropracists you must have a referral from a physician (doctor) to get coverage. These benefits are

covered through Green Shield.

- **Speech Therapy:** The annual maximum benefit for speech therapy will be \$1,100 effective Oct. 1, 2005, and will include the initial test once per lifetime. Coverage for this benefit is through Green Shield.

- **Prescription Drug Program:** Effective Jan. 1, 2006, prescription drugs will be covered at the cost of available generic drugs. Brand name drugs will be provided where determined to be medically required.

The maximum dispensing fee covered under the plan will be capped at \$11 per prescription.

The current 35 cent co-pay per prescription has been maintained and remains the same. Our prescription drug benefits are covered through Green Shield. Note that at age 65 the provincial government picks up your prescription drug coverage and is the first to be billed for your prescription drugs and Green Shield is billed on any difference on the prescription the government covers. If the drug is not covered by the government drug plan it still may be covered by Green Shield in full, if in fact it is a covered drug benefit under our plan.

- **Semi Private Hospital:** Starting Jan. 1, 2006, semi private hospital room coverage

see **BENEFIT** – page 34



**MIKE  
McPHEE**  
SERVICE  
REPRESENTATIVE &  
EXECUTIVE BOARD  
MEMBER

## ALTERNATE SUB REPRESENTATIVE'S REPORT

# E.I. Claims Must Be Properly Filed, Or No SUB

**G**reetings Brothers and Sisters, this is the last report of 2005. I would like to wish everyone a safe and happy holiday.

Since September, I have been back working my regular job as a robot-bell operator on the third shift, paint shop. I would like to take the time to say thank you to Steve Drinkwater, our Car Plant Chairperson, for his persistence in requesting to management our need to have three full-time SUB reps on the job during all our layoffs in the Car Plant. This new system of filing your E.I. report, called teledec, has been very difficult for our members.

We have also had problems with SUB, though no fault to Jodi Porter, at GM, whose help is greatly appreciated. Having three SUB reps on the job helped us get your money to you faster. I was on the SUB job steady from Jan. 31, 2005 to Sept. 2, 2005. This period of seven straight months on the job was great experience, which will benefit this membership. I would also like to say thanks to all the District Committeepersons and Committeepople for all their assistance in getting through all the problems we encountered with E.I. and SUB. They were always professional and very helpful.

Now to our issues at hand. With the announced layoffs coming to the Truck Plant, we could be running into similar problems we encountered in the Car Plants.

When you receive your E.I. information sheet, explaining how to file your layoff, I recommend you keep it in a safe spot, so when you report your layoff you do not make any mistakes. If you make any mistakes or would like to check to see if your E.I. claim is in order, you can phone during business hours to 1-800-206-7218 then press "0" for a live operator. Have your Social Insurance Number ready. This operator can also supply you with your four-digit access code you will need to file your E.I. claim. If your E.I. claim is not in order, you will not be eligible for SUB, so call your SUB rep immediately.

If you are off work sick, on compensation or S&A, start a new waiting period and please bring a photocopy of your medical coverage to speed up the process.

Till next report, take care. 🍀



**DOUG  
BRYANT**  
ALTERNATE SUB  
REPRESENTATIVE

# Sanders At The Hall

## GM In Collusion With Sun Life S&A

**M**any of you are aware that I have been elected as a Service Representative at the Union Hall since April. In that short period of time, I have heard all kinds of horror stories in regards to our membership trying to receive S&A benefits from SunLife as the result of an accident.

There is no clear description that is accepted as to what defines an accident. Each case is based on the accident description along with the doctor's physical and objective findings. The physical findings are what the doctor can see, such as bruising, scrapes, swelling.

Here are a few dictionary meanings for the word "accident:" An unexpected and undesirable event, especially one resulting in damage or harm; an unforeseen incident; lack of intention or chance; an unexpected random event; an instance of involuntary urination or defecation in one's clothing; an unexpected and usually undesirable event; any unanticipated or unpredictable event that may interfere with normal functions or cause logical or physical

damage; a mishap, especially one causing injury or death; anything that happens by chance without chance without an apparent cause; an unexpected usually sudden event that occurs without intent or volition although sometimes through carelessness, unawareness, ignorance or a combination of causes and that produces an unfortunate result (as an injury) for which the affected party may be entitled to relief under the law or to compensation under an insurance policy; an accident is something going wrong unexpectedly, physical examples include an unavoidable collision (including a person or object falling by chance). The term is also loosely applied to mean any undesirable outcome, even if it could have been avoided, such as getting injured by touching something sharp, hot, electrically live, ingesting poisons, or other injuries caused by lack of ordinary precautions.

The term accident has been held to include intentional acts (such as an assault and battery) under workers' compensation laws.

There is a group of SunLife and General Motors management and plant doctors who

review many cases right on site in Oshawa, I think weekly. It seems to be profitable, as Sun Life Financial Canada reports "focused efforts on asset retention in group retirement services continued to produce positive results as retained assets were \$135 million for the quarter and \$346 million year-to-date, a 65 percent increase over last year."

Now we know how they had a 65 percent increase, through denial of our S&A claims for sports accidents i.e. hockey, baseball, volleyball, cycling, etc., slipping in dog dirt, wet grass, falling down hills, tripping over cracks in sidewalks, wet wood slips off decks and you can also get denied by falling from a ladder. It is just a callous way to treat the membership to save money. They will also say there is a seven-day waiting period but don't automatically pay on the eighth day.

A doctor from the community gave us an interesting note, "I must end with my concern that non-professional people are assessing these forms. These people have no medical or chiropractic training and are, therefore, not competent to question these findings. This leads to misunderstandings of the information requested in these forms and further information having to be supplied."

General Motors wants us in good physical condition so we can perform our jobs as industrial athletes for them, but don't you dare hurt yourself at work or home. If you do, you're only a serial number to them.

Warning: If you allow people into your home to provide home care or for any other reason, please make sure the agency has put them through police checks and are bonded to protect yourself. You can never be too safe, even in your own home.

I would also like to thank Gord "Chief" Lindsay for bringing to my attention the fact the One Touch Ultra Meters for testing your blood glucose when you have diabetes can be used for testing at other body locations besides the tips of the fingers. If you wish one of these units, talk to your pharmacy.

Special thanks go out to the members of CAW Local 1136 who work with us here at the Union Hall to help serve the membership to the best of our ability. Merry Christmas to all CAW members and their families, and hopefully we'll have a great New Year.

Until next year I'm only a phone call away. 🍁



**DOUG SANDERS**  
SERVICE REPRESENTATIVE

## Benefit Update From New Contract – continued from page 33

will be provided to a maximum of \$200 per day. This benefit is covered through Green Shield.

- **Long Term Care:** Starting Jan. 1, 2006, the maximum rate for semi private accommodation will be set at the current level of \$1,724.32 per month. Current residents of long-term care facilities will be exempt from this provision. This benefit is covered under Green Shield.

- **Chronic Care:** Effective Jan. 1, 2006 Chronic Care Benefits will be modified to provide reimbursement for up to \$30 per day for semi-private accommodation, and a maximum reimbursement of up to \$60 per day for the chronic care co-pay benefit period paid by the provincial government. Current recipients of chronic care benefits will be exempt from these provisions. This benefit is through Green Shield.

- **Tuition Assistance for Dependent children:**

For dependent children attending college or university the financial support amount has been increased to \$1,500. Please note the Deadline to file for the calendar year 2005 dependent tuition is March 31, 2006. This benefit is covered

through the General Motors Benefit Centre (Hewitt and Associates).

Please Note: This is general information in regards to these coverages. For more detailed information call the appropriate phone number below. You can also contact your in-plant insurance representative or call me or one of our service reps here at the Union Hall for assistance at 905-723-1187 or 1-800-465-5458.

Phone numbers related to this article are as follows:

Sun Life 1-800-268-2893

Green Shield 1-888-711-1119

General Motors Benefit Centre  
1-877-442-4625

With this being the last **Oshaworker** before the Christmas Holiday break I would like to wish everyone and their families a safe and joyous holiday festive season. Also, I would like to thank all the people I deal with on a daily basis for their cooperation and assistance. It makes the job I do for our members a lot easier. And finally thanks to my family for their support, understanding and acceptance, allowing me to represent our members in the way I choose. 🍁

# Just The (Benefit) Facts

## • Eye Exams (New)

In recognition of the Ontario government's delisting of eye exams, coverage will now include one eye exam every 24 months, paid to a maximum of \$65 per exam effective Oct. 1, 2005.

## • Vision Care

Effective Oct. 1, 2005, the vision care plan will provide benefit coverage as follows:

Single vision \$200 every 24 months

Bifocal \$255 every 24 months

Multifocal \$325 every 24 months

Contact lenses \$210 every 24 months

Up to \$325 may be applied to the cost of laser eye surgery. This benefit would be in lieu of any claim under the vision care plan for the next 48 months.

## • Dental Plan

The annual maximum has been established at \$2800.

The orthodontic lifetime maximum will now be \$3,600. (Both of these maximums are effective Oct. 1, 2005).

Effective Jan. 1, 2006, benefits payable shall be based on the Provincial Dental Association fee guide in effect for the previous year.

Coverage for supplementary bite-wing x-rays will be provided once every 12 months, instead of once every nine months.

## • Chiropractic Benefits:

The annual maximum has been set at \$450, effective Oct. 1, 2005.

## • Speech Therapy:

The annual maximum benefit for Speech Therapy will be \$1,100, effective Oct. 1, 2005.

## • Paramedical Coverage:

The annual maximum for Naturopaths and Podiatrist/Chiropractist have been increased to \$325, effective Oct. 1, 2005.

## • Psychologist Services:

Up to \$500 will now be available to be applied against the cost of a psychological assessment for children under the age of 14 (once per lifetime), and will be applied against the annual maximum in the year it is claimed.

## • Prescription Drug Program

Effective Jan. 1, 2006, prescription drugs will be covered at the cost of available generic drugs. Brand name drugs will be provided where determined to be medically required.

The maximum dispensing fee covered under the plan will be capped at \$11 per prescription.

The current 35 cent co-pay per prescription has been maintained.

## • Semi Private Hospital:

Effective Jan. 1, 2006 the maximum rate for semi-private accommodation will be set at the current level of \$1,724.32 per month. Current residents of long term care facilities will be exempt from this provision.

## • PSA Test:

Effective Oct. 1, 2005, coverage will be provided for PSA tests, once annually, for men age 50 or older. The maximum payable for this test will be \$15.

## • Chronic Care

Effective Jan. 1, 2006, Chronic Care Benefits will be modified to provide reimbursement for up to \$30 per day for semi-private accommodation, and a maximum reimbursement of up to \$60 per day for the chronic care co-pay charge following expiration of the co-pay benefit period paid by the provincial government. Current recipients of chronic care benefits will be exempt from the provisions.

## • Improved Insurance Benefits

There will be annual increases in the rates for future S&A, EDB and Life Insurance claims as a result of the base rate increases in each year of the agreement, as well as the fold-in of \$1.62 of the current \$1.67 COLA float.

In addition, any new COLA generated will continue to be folded-in on each anniversary date for the purpose of calculating these benefits.

## • Insurance Examples (including projected COLA)

Production Technician; as of Sept. 19, 2005 S&A \$795; as of Sept. 18, 2006 \$815; as of Sept. 17, 2007 \$840.

EDB under 10 years of service as of Sept. 19, 2005 \$2,800; as of Sept. 18, 2006 \$2,860; as of Sept. 17, 2007 \$2,955.

EDB over 10 years of service as of Sept. 19, 2005 \$3,080; as of Sept. 18, 2006 \$3,150; as of Sept. 17, 2007 \$3,250.

Life Insurance as of Sept. 19, 2005 \$74,000; as of Sept. 18, 2006 \$75,500; as of Sept. 17, 2007 \$78,000.

Electrician: as of Sept. 19, 2005 S&A \$930; as of Sept. 18, 2006 \$955; as of Sept. 17, 2007 \$970.

EDB under 10 as of Sept. 19, 2005 \$3,285; as of Sept. 18, 2006 \$3,380; as of Sept. 17, 2007 \$3,440.

EDB over 10 as of Sept. 19, 2005 \$3,615; as of Sept. 18, 2006 \$3,715; as of Sept. 17, 2007 \$3,780.

Life Insurance as of Sept. 19, 2005 \$87,000; as of Sept. 18, 2006 \$89,000; as of Sept. 17, 2007 \$91,000.

COLA is projected at two percent in each year of the agreement. Actual benefit levels may be higher or lower depending on actual inflation.

## • Optional and Dependent Life Insurance

There will be an open enrollment period in early 2006. During the open enrollment period employees actively at work will be permitted to increase their coverage, without evidence of insurability, as follows: by one schedule for

Optional group life, and by two schedules for Dependent group life insurance.

Employees actively at work who have not previously enrolled will be permitted to enter the programs up to schedule V.

Dependent Group Life Premiums will be reduced by 10 per cent effective Jan. 1, 2006.

## • Family Initiatives

Childcare Benefit: In the last round of bargaining we expanded coverage to include before and after-school care for children through age eight. The Union went into bargaining looking to bring the benefit to even more children, and we accomplished this by expanding coverage to children through age 10. More than 1,000 additional children are now eligible. In addition, children who turned age six, but are not yet eligible for before and after-school care will be covered. The full-day and half-day subsidies will apply through Aug. 31st of the year in which the child turns six.

Fees reduced by up to \$12 per-day subsidy; up to \$2,400 per year, per child; available for children 10 and under; all licensed non-profit care eligible; full-time; part-time; group care; in-home care; before-school care; after-school care; existing CAW centres to continue.

## • Tuition Assistance for Dependent Children:

The amount of financial support provided to dependent children attending college or university has been increased to \$1500.

## • Prescription Dispensing Fee

This letter will be sent to all GM workers:

The recent collective bargaining agreement between GM and the CAW includes some changes to your drug plan. One change will be effective immediately and a second change will be effective Jan. 1, 2006.

## • Dispensing Fee Capped at \$11

The first change is that the dispensing fee paid to your pharmacist for filling or refilling a prescription will be capped at \$11.

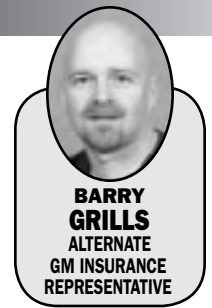
This change will have no immediate impact if the prescription is being dispensed at a Green Shield Canada pharmacy provider. Green Shield Canada has provider network agreements with close to 8,000 pharmacies across Canada including the major chains. This provider agreement allows for Green Shield Canada to cap the maximum dispensing fee paid to a network provider (a pharmacy which has signed the agreement). The current maximum fee paid by Green Shield Canada to its network providers in Ontario is \$10.82. Other provinces vary.

Because network providers have signed  
**see JUST – page 36**



**DAVE  
THOMPSON**  
GM INSURANCE  
REPRESENTATIVE

# GM Benefits For Vision/Dental Care



## Vision Care

Effective October 1, 2005, the vision care plan will provide benefit coverage as follows:

Single vision: \$200 every 24 months

Bifocal: \$255 every 24 months

Multi-focal: \$325 every 24 months

Contact lenses: \$210 every 24 months

Up to \$325 may be applied to the cost of laser eye surgery. This benefit would be in lieu of any claim under the vision care plan for the next 48 months.

## Dental Plan

The dental year runs from Oct. 1 to Sept. 30.

The annual maximum has been increased to \$2,800.

The orthodontic lifetime maximum will now be \$3,600. This benefit is payable at 50 percent for employees or dependents up to 21 years of age.

Anything over \$200 must have a predetermination sent in prior to any work being performed.

(Both of these maximums are effective October 1, 2005). Effective January 1, 2006, benefits payable shall be based on the Provincial Dental Association fee guide in effect for the previous year.

Coverage for supplementary bite-wing x-rays will be provided once every 12 months, instead of once every nine months.

I would like to take this time to wish you and your families a Merry Christmas and a Happy New Year. Until next issue I remain in solidarity...

## Just The (Benefit) Facts – continued from page 35

an agreement to accept Green Shield Canada maximum dispensing fee, they are not allowed to charge employees the difference between Green Shield's capped maximum (e.g. \$10.82 in Ontario) and their usual and customary fee (e.g. \$10.99). Therefore the current Green Shield Canada provider agreement still ensures that the maximum out-of-pocket cost to employees is the \$0.35 co-pay.

However, the new collective bargaining agreement will limit the maximum dispensing fee paid to your pharmacist to \$11. If, in the future, Green Shield Canada's provider agreement exceeds a dispensing fee of \$11, you may be responsible for the amount of the dispensing fee in excess of \$11.

### • Full Generic Drug Plan

Effective Jan. 1, 2006, your drug plan will be a full generic plan. This means that Green Shield Canada has only been authorized to reimburse the pharmacy for the cost of the lowest available generic for a particular drug, regardless of interchangeability.

Starting Jan. 1, 2006, you may be required to pay more than your co-pay of \$0.35 for a prescription you are currently filling, if that medication has a generic equivalent available on the Canadian market. In this case, you will be expected to pay the cost difference between the lowest cost generic (which is covered) and the brand name drug.

For example, if an employee is currently being dispensed Imovane (a brand name drug), the plan will only pay the cost of the generic Imovane (zopiclone). Since the generic is not deemed interchangeable in Ontario, the physician must authorize the change or the employee may pay the difference between the brand name drug (Imovane) and the generic

drug (zopiclone).

Suggested steps for the employees to prevent delays in the filling of prescriptions:

1. Ask your physician to write the prescription using the drug's generic name:

Your prescription will be filled faster, as the pharmacist will not have to call the doctor to change brands. You may still choose to have the brand name product and incur the cost difference between brand and generic.

e.g. Ask for a prescription to be written as:  
RX Generic Drug Name 7.5 mg

2. Check the list below showing the top 20 drugs that may be changed to generic. If you or anyone in your family is using one of these drugs:

Inform your doctor prior to your next prescription being dispensed and ask that the doctor prescribe the medication using the chemical, or generic name. Notify your pharmacist to communicate with the physician so that any appropriate changes may be made.

Losec 20 mg tablet; Imovane 7.5 mg tablet; Imitrex 100 mg tablet; Reactine 10 mg tablet; Fiorinal-C 1/2 capsules; Naprosyn E 500 mg tablet; Lamisil 250 mg tablet; Diamicon 80 mg tablet; Minocin 100 mg capsule; Coactifed cough syrup; Toradol Tab 10 mg; Proctosedyl ointment; Naprosyn E 375 mg tablet; Lamisil 250 mg tablet; Anusol-HC ointment; Anaprox DS 550 mg tablet; Proctosedyl suppository; Fiorinal-C 1/4 capsules; Modulon tablet 200 mg; Robaxisal C 1/2 tablet.

## FAQs

1. *Why am I being charged more than \$0.35 for my prescription?*

You should still pay only \$0.35 unless you have decided to receive a brand name drug

for which a generic equivalent is available. In this case, the pharmacist may charge you the difference between the brand and the generic. You will only pay \$0.35 if the pharmacist has the prescription changed to a generic equivalent. To do this, the pharmacist needs permission from your physician.

2. *My doctor wrote a prescription for a brand name drug. Can I get the brand name?*

You can have the pharmacy dispense the brand name but you will need to pay the difference between the brand and the generic products. If you have taken the generic and suffered an adverse drug reaction, your physician may wish to complete a form called "Adverse Drug Reaction Monitoring Program Form," which will be sent to Health Canada and copied to Green Shield Canada. This form would confirm and document that you have experienced an adverse reaction to the generic product. In this case, the brand name drug will be covered if you qualify. This form can be obtained from Health Canada at:

[www.hc-sc.gc.ca/dhp-mpps/medeff/report-declaration/form/ar-ei\\_form\\_e.html](http://www.hc-sc.gc.ca/dhp-mpps/medeff/report-declaration/form/ar-ei_form_e.html)

3. *How do I know the generic product will be as good?*

The federal government through Health Canada approves all drugs for sale in Canada. Canadian generic drugs must contain the same active ingredients and meet the same standards of quality and safety as their more expensive brand-name equivalents. If you would like further information, visit the following website which contains helpful information:

[http://www.hc-sc.gc.ca/iyh-vsv/med/med-gen\\_e.html](http://www.hc-sc.gc.ca/iyh-vsv/med/med-gen_e.html)

Have a safe Christmas holiday!

# Ensure Monthly Safety Talks Are In Your Work Area

## Safety Talks

It has come to my attention that in several areas of the plant the monthly safety talk is not being given and in some cases someone other than the employee is putting RTS (refuse to sign) where the employee would sign. Rick Cowle brought this issue up at the Master Health and Safety meeting and I later followed up with Tony Costa to reiterate that this is completely unacceptable. If you are not receiving your monthly safety talk ask your supervisor why.

## Lockout

There have been a number of concerns lately regarding lockout/controlled access. The Safety Department is looking at a better means to differentiate between the different spans of controls. This could be something as easy as a line on the floor to let you know you are entering a different zone, a sign or silhouette. Remember always check your energy source posting first, take two for safety to pre-plan the work, question your supervisor if you are unsure and if in doubt lock it out.

## Retiree Flu Shots

Flu season is fast approaching and the medical staff at General Motors have been administering flu shots for the active members in the plants for some time now. Please remember to get yours! General Motors is providing

the staff so that GM Retirees will be able to get their free flu shot at the Local Union Hall on Tuesday, Dec. 13th from 8 am till 1 pm. I would like to thank Charlie Peel, Chris Buckley, Carole Black and Joe Sarnovsky for their help in making this possible.

## Safety Award

I have known for some time now that we have a very talented group of CAW Safety reps here at GM and the proof is in the pudding. Last year Paul Goggan was nominated for and won the Workers Health and Safety Activist award. This year Barry Arseneau's name was

## Congratulations Barry!



*Local 222's Barry Arseneau, winner of the Workers Health and Safety Activist award.*

in the running and I'm very pleased to say Barry won this prestigious award. Barry, among other things, has been teaching Health and Safety in schools and at our Local Union Hall for quite a few years now. I would personally like to take this opportunity to extend my sincere congratulations to Barry and hope you will congratulate him also when you see him. Great job Barry!



**MERV SCOTT**  
CAW CERTIFIED  
CAR PLANT  
HEALTH & SAFETY  
COORDINATOR

## Safety For The Holidays:

- Before you put up those Christmas lights check to make sure your stepladder is in good working order.
- Make sure it's the right size ladder for the job and that it's fully open before climbing.
- Put your exterior lights on a ground fault circuit interrupter.
- Don't overload electrical circuits and never leave tree lights on while not at home.
- Candles are nice and can come with different fragrances but they are also the number one cause of house fires at Christmas. Never leave them unattended.

As this is the last **Oshaworker** before Christmas I would like to wish all a very Merry Christmas and a Happy Safe and Prosperous New Year. 🍁

## WE'RE GETTING YOUR MAIL!

*Your Oshaworkers are being returned to the Union Hall because of incomplete addresses, many due to incorrect postal codes or because we don't have your apartment number. Please call the Union Hall at 905-723-1187 or 1-800-465-5458, email us at marlenes@idirect.ca, or mail in the notice below and ensure you get next month's issue.*

## CHANGE OF ADDRESS

Fill in and return to CAW Local 222, 1425 Phillip Murray Avenue, Oshawa, Ontario L1J 8L4

Effective Date \_\_\_\_\_ Plant \_\_\_\_\_ Serial No. \_\_\_\_\_

Name \_\_\_\_\_

Street No. \_\_\_\_\_ Apt. No. \_\_\_\_\_

City \_\_\_\_\_ Postal Code \_\_\_\_\_

☐ Active Member

☐ Retired Member

☐ Surviving Spouse

# News And Views From Safety

## Not Surprised

**A**ccording to a psychology professor at the University of Utah, people who talk on their cell phones while driving are just as likely to be in an accident as drunk drivers.

In some cases the cell phone user was comparable and even more impaired than the drunk driver. Compared to the drunk driver, cell phone drivers have a slower reaction time.

Doug Flewelling president of the Canadian Automobile Association (CAA) said "we are all subject to distractions. Our streets are much more crowded than they were 15 years ago so it's even more important to pay attention to the task at hand which is driving, there's much less room for error."

## Job Elimination Again

Well they're at it again, our illustrious industrial engineers are once again trying to justify their existence by eliminating our workers and compounding the work onto our already tapped out work force.

My advice would be to never offer advice that could give these guys ammunition. Make sure every element of your job is captured in your ALBS including travel times.

A number of proposals in the body shop now include operators moving from one cell to another to load parts. The operators must take a good look before leaving their cell for any vehicular traffic that may be in the area and wait for clear passage. No one is expected to run from station to station. If you have any safety concerns or issues please call

your union health and safety representative ASAP.

In a meeting last month I told the personnel director that for the record I am opposed to any and all changes that will create more pedestrian traffic during production times when lift trucks and tuggers are scrambling through the plants delivering stock. It will undoubtedly create more opportunities for near misses, accidents and/or injuries.

## Stevenson Road Under Construction

As most of you have already seen there are a lot of upgrades going on to our streets entering and exiting the plant. I urge you all to be patient and courteous to one another between shifts and obey all traffic signals and flagmen while the construction continues.

I have also asked that they address the situation at Phillip Murray and Stevenson Road to allow the transports turning west on Phillip Murray enough room to make the corner

without turning into on-coming traffic. A widening of the northwest corner can eliminate this problem.

## ...And Finally

If you have any health and safety concerns please put a call in for your Union health and safety representative and I will be glad to come and see you. It's been a very challenging year for our workforce with contract negotiations, job reductions and watching our employer financially self-destruct on the stock markets. This, in no way represents the quality of our workforce and the belief in the products we build on this side of the border. With all the awards that have been bestowed upon our efficiency and quality, it's too bad the people running this corporation weren't as competent.

Hopefully, through cutting edge product development and design as well as addressing the arrogance of some of the dealerships and retraining them to put the customer first, we can once again see our company lead the way in the automotive industry.

I want to wish you and your families, friends and co-workers a very Merry Christmas and a safe and happy New Year and I look forward to seeing you all back in 2006.

My in-plant phone number is 7429, from outside 905-644-7429. My e-mail address is Richard.cowle@gm.com.

Cheers! 🍀



**RICK COWLE**  
CERTIFIED H&S REP,  
BODY IN WHITE/  
TRIM/  
SOUTH STAMPING



## Your Human Rights/Employment Equity And Female Advocates

### Truck And Battery Plants



Howard Piggott

Howard can be contacted at 905-644-1411 or pager \*97-8685.

Sharon can be contacted at 905-644-4175 or pager \*97-4175.

Outside GM use

1-800-361-6793 to access the pager network.



Sharon Prentice



Christiaan Timmermans

### Car Plant, South Stamping And Tri-Link



Tina Moore

Christiaan can be contacted at 905-644-1114 or pager \*97-1114.

Tina can be contacted at 905-644-4330 or pager \*97-4330.

Outside GM use

1-800-361-6793 to access the pager network.

*Due to multi-shift operations it may be necessary for you to leave a message.*

*Please include the area you work, shift number and a phone number you can be contacted at. Thank you.*

# Looking For Resolution Of Seatbelt Policy Concerns

Once again the Holiday Season is upon us and the year 2005 is quickly coming to an end. I always find this time of year both a time of reflection on the year gone by and a time to start looking ahead to the New Year.

## GMT-900

To accommodate the GMT-900 changeover, the Company has agreed to the two week period following the Christmas Holidays as lay-off. Our Union SUB Representatives Dave Murphy, Dale Millson and Alternate Doug Bryant will be issuing a full update to Truck Plant Members on Dec. 12, 2005.

For many of our members this layoff will be a great opportunity to spend time with their families but during this total three week downtime there will be lots of changes happening throughout the Truck Plant. One of the major changes will be preparation for the beginning of production in the new Trim line expansion at the east end of Hardware. The Body Shop will see the most changes as many of the Zones are being kitted in preparation for the 900 series truck. Included in these changes are the construction of some completely new zones which are T/U zone and X main, the continued expansion of the M1 deck and skid conveyor system. In paint we are going to see the installation of the Liquid Applied Sound Dampener (LASD) cell in ELPO.

## Seatbelt Policy For Forklift Drivers

This past year was not only hot weather-wise but also hot with issues for our forklift drivers in the Truck Plant with the Company's new Seatbelt Policy. Please try to remember that your elected members of the JHSC do not create the policies but we have a right to review, raise concerns and make recommendations on any Safety Policy with management.

Ministry of Labour (MOL) Inspector Joseph Ah-Hone made a visit to the Truck Plant on Nov. 2 in response to an anonymous complaint from a worker. Written in the MOL Inspector's report was, "The complaint alleged the following: Forklifts have lap straps that do not solve the concern of head injuries, complainant believes a body strap will solve the problem, management think otherwise."

During the MOL Inspector's visit we discussed the MOL's "Internal Responsibility System" (IRS) policy and reviewed all of the concerns that the CAW members of the JHSC had presented to management which included:

- **Ergonomics** – The CAW raised the concern with regards to the seatbelts preventing the drivers from being able to turn their hips in the seat to keep the torso straight while driving backwards. During the investigation the style of the seatbelt was found to be a ratchet inertia type which locks tight with the driver's movement restricting movement of the hips. The only way for the operator to lengthen the seatbelt once it had locked is to undo the seatbelt and retract it fully.

- **Restricted vision** – During the investigation the style of the seatbelt, a ratchet inertia type which locks tight with the driver's movement, restricts the driver's ability to turn in the seat which also resulted in restricted vision when driving in reverse.

- **Battery restraints and missing battery covers** – This concern was raised at the initial meeting on Oct. 26 to which the Company said they would get the documentation from the forklift manufacturer.

- **Lap/Shoulder belt** – The CAW raised the concern about lap-only belts increasing the chance of head and neck injury allowing the upper torso to move unrestrained in a crash and increasing the chance of spinal column and abdominal injuries.

- **Wearing seatbelt properly** – Company needs to train operators in proper wearing of seatbelts.

After a great deal of discussion with the MOL Inspector on the above issues he wrote his report as follows.

Workers have expressed several concerns to the employer in regard to the use of the seat belt. A safety concern from an employee has been documented on a safety concern form (case number 806, dated Oct. 28, 2005). The employer, in collaboration with the Joint Health and Safety Committee and the union (CAW) is currently investigating the concern. Actions taken or to be taken include:

1. The Joint Health & Safety Committee met on Thursday October 27, 2005 to review the concerns raised by the workers. A list of concerns have been brought forward to the attention of the employer.

2. The employer has contacted the supplier of the forklifts. The employer stated that the supplier indicated that the seat belt provided meet the current standard for forklifts. The employer is also adhering to the best practices in the industry and outlined by General Motors for the type of restraint used on the forklifts.

3. CAW Ergonomist is involved in the inves-

tigation of ergonomic issues raised by workers.

4. The employer is providing orientation, counselling and coaching to the workers on the use and wear of the seat belts.

5. Where required, forklifts are being fitted with seat belts and battery restraints.

6. The employer will liaise with the suppliers of the equipments to obtain information on the purpose of the type of restraint (lap belts) used on forklifts and the adequacy of the restraint system in case of impact with objects.

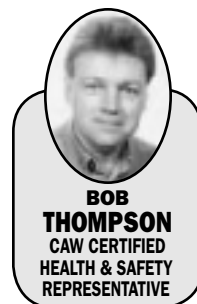
7. The employer will review the current process on how to use the seatbelts when operators are backing up the forklift and will provide training to the worker in the proper use and wear of the seat belts.

The complaint raised by the worker is currently being addressed by the employer via the "Internal Responsibility System" (IRS) established at this workplace. The timeline to resolve the issue is currently unknown. It has not been established that there is an immediate danger to the health and safety of the worker when using the seat belt on the forklift or that a violation of the Occupational Health & Safety Act and/or regulations has occurred. It is the policy of the Ministry of Labour to encourage the workplace parties to address issues related to health and safety within the established "Internal Responsibility System." Where the employer fails or refuses to address the issue, the workers may then contact the Ministry of Labour.

Although the Inspector did not take any specific action, in his report it does say that the "Internal Responsibility System" of which the CAW members of the Joint Health & Safety Committee (JHSC) play a crucial role is working. Your CAW Members of the JHSC will continue to strive to get resolution to all of the concerns raised on the new seatbelt policy.

## In Closing

I would like to take this opportunity to wish you all the best of the Holiday Season and a Happy New Year. Dana Thomas will be replacing me on the third Shift as I continue to work steady days on the GMT-900. Dana can be reached in plant at pager number \*97-8219, from outside the plant at 1-800-361-6793 PIN 8219 or on mike radio at 31710. I can be reached at telephone number 905-644-1710 or on mike radio 41710. 🍁



**BOB THOMPSON**  
CAW CERTIFIED  
HEALTH & SAFETY  
REPRESENTATIVE

# Auto Policy For Domestic Autos Sorely Needed

## The Bad News

**W**e have all listened to all the doom and gloom surrounding the auto industry and particularly at GM. Delphi could cost GM anywhere from \$8 billion to \$12 billion in right-offs, pensions, buyouts and stock de-rating. GM's stock is at a 22-year low and junk status still looms over the Corporation as a whole.

The Big Three's share of the auto market share has fallen below 49 percent for the first time in history. A one percent loss in market share is equal to one assembly plant and its production of those vehicles. Overcapacity is another dilemma for the Big Three as successive governments fail to install tariffs on off-shore-built vehicles and parts. Every Big Three auto plant spins off eight to 10 jobs for every one of our jobs, versus two or three for the off-shore countries building assembly plants here. Vehicles not produced here or in North America create none. China, Korea and Japan either have high auto tariffs on our vehicles shipped from here or don't allow imports. How is this fair trade (or the free trade or the globalization promise of increased markets with the opening of markets)? Governments wanting to cre-

ate huge free trade zones should be ashamed of themselves. This is nothing more than allowing corporations to invest in third world economies and pay the lowest wages, benefits and almost no pensions or commitments to community investment. Tell me how a worker earning \$40 to \$100 a week is going to stimulate the economy of the country he or she works in when the vehicle he or she produces costs \$15,000 U.S. or more. They can't, but you can bet your bottom dollar that corporation manufactures these vehicles in these countries so they can produce them at third world rates to be sold in Canada or the U.S. in American dollars or Japanese yen. Think about telling your friend or neighbour how important buying domestic is to us as well as the Canadian economy as a whole.

## The Good News

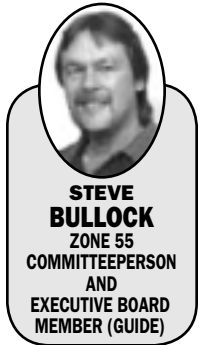
Oshawa has award-winning plants, both in productivity, quality and customer loyalty and satisfaction. If GM needs a slogan for Oshawa it should be "you deserve the best," "we build the best," "your expectations are well deserved." Canadians have always risen to build the best quality vehicles not only in the Corporation, but the best of any automaker, hands down. Our plants are the lowest in hours/ve-

hicle and quality is not surpassed by any other automaker in North America. We deserve future product with our workforce being very skilled and the Beacon investment maintained. The \$200 million allocated for Truck and the new West Paint Shop complete. We've earned it.

We were successful in retaining the two-shift operation in Plant #2, as well as the three-shift operations in Plant #1 and Truck. Hopefully we can continue to sell our quality-built vehicles and at time of writing, all vehicles we are building are sold and not sitting on dealer lots. This is good news for Oshawa.

There are a million rumours floating through our plant on any given day. When in doubt ask your Union rep what he or she has heard and what they can confirm, as rumours are just that. I want to wish each and every member in Oshawa a very Merry Christmas and a Happy New Year. I can be reached in-plant at 905-644-3175 or \*97-8240 or out of the plant at 1-800-361-6793 PIN 8240 or email Steve.Bullock@sympatico.ca.

In Solidarity. 🍀



**STEVE BULLOCK**  
ZONE 55  
COMMITTEEPERSON  
AND  
EXECUTIVE BOARD  
MEMBER (GUIDE)

## SUBSTANCE ABUSE REPRESENTATIVES' REPORT

# Time To Defeat The Santa Beast

**S**anta Beast is your inner party animal.

As the holidays come near, Santa Beast will visit you as a sense of sweet anticipation, with visions of toasting, toasting and toasting, to bring comfort and joy. If you are alone or away from the ones you love the most, Santa Beast will promise you a satisfactory substitute, the next best thing to being there that's even better than being there. You can greet the season well-stocked with your favourite stuff and feel the comfort of knowing you won't run out of booze.

Your drunken holidays past may now be vague and distant memories to you, but ugly memories of your holiday binges are still etched in the family's history book. If you are still with your family, you can promise to make it better this year, and drink responsibly and with consideration for all involved. Everyone will just have to see if you're any better off than last year. Although you never intended to gross everyone out as you did, you know there's still a serious risk, even a likelihood, you'll do it again and again, unless you do something really different this year.

This year, why not defeat your addiction before the holidays arrive? Why not join the family as a normal healthy person who never uses alcohol and other drugs? Think of it for a moment, and notice the mixture of feelings as you and Santa Beast struggle. You have

**DON WHALEN**  
CAR  
CHASSIS/  
PAINT  
& TRI-LINK

**JOHN KAPUSTIN**  
TRUCK  
PLANT

**MIKE HILLS**  
CAR BODY/  
HARDWARE  
& SOUTH  
STAMPING

**TOM PFLANZER**  
ALTERNATE  
SUBSTANCE  
ABUSE  
REPRESENTATIVE

plenty of time, if you act now, to fully recover from your addiction before the holiday season arrives.

If by chance you are not drinking or using today, then there is nothing to stop you from taking control of your personal conduct and defeating your addiction before you go to bed.

Finally, you may cross the threshold into life after addiction, and into life after recovery.

If you decide you want help, call your CAW substance abuse representative:

Car Body/Hardware & South Stamping, Mike Hills: office 905-644-3724; pager 1-800-361-6793 PIN 3724, (then enter the number you want to be called at) home 905-885-6901.

Car Chassis/Paint & Tri-Link, Don Whalen: office 905-644-3723; pager 1-800-361-6793 PIN 3723, home 905-728-7329.

Truck Plant, John Kapustin: office 905-644-5967; pager 1-800-361-6793 PIN 5967, home 905-697-1533. 🍀

# GM Job Cutbacks Must Be Combatted

**W**e are under attack in the Company's never-ending assault on productivity and efficiency. I have said many times before, the best way to prevent work overload is to know your Assembly Line Balance Sheet (ALBS). This is your job description and time study values combined. If you know all the elements required to do your job, it will be tough for the Company to take advantage of you without your knowledge. These problems only arise once a year or so because of the Company's yearly continuous improvement cutbacks. After this campaign we sit back and get accustomed to our new pace... until the next time. If your job changes substantially, you should have your supervisor explain your ALBS to you. This way you can air any discrepancies you may have with methods or time values and have them corrected. Don't hesitate to request Union representation prior to this. With the managerial troubles that GM is going through right now, remember that if you let yourself be taken advantage of it can easily happen, as was recently witnessed in Department 82 when they created a one-man coupe

job, had the operator not put up his hand informing us of a problem. As of this point, that job has been addressed and supervisors are providing assistance when needed.

## Rumours

There have been many rumours circulating plant-wide recently. These rumours do nothing more than create chaos and worry. If you want to truly know the facts, ask your Union rep or come to a Union meeting. Face it head on and watch it disappear.

## Christmas Bonus

To be eligible to receive the Christmas bonus, you need to meet two requirements: You need to have achieved one year of seniority as of June 30, 2005; and you need to have worked 1000 hours between July 1, 2004 and June 30, 2005.

## SPA Weeks

To be eligible to receive two SPA weeks next year you need to have accumulated one year of seniority as of Oct, 3, 2005. To receive a SPA week in the second SPA period next year,

(June to December) you need to have at least one year of seniority as of March 13, 2006.

## Job Canvassing

Kirk Fisher and I try our best to keep on top of all job changes in all the departments that we cover, and the number 1 rule has always been, seniority. It shall remain that way. However, one got by us. In 2002, a group leader in Department 81 was canvassed to fill a temporary assignment in Department 88. His job was filled on a temporary basis, and so on. The thinking was that with the Department 88 job being filled by a member with such high seniority, the assignment would outlast the worker. This was not the case. With the job cutbacks, the temporary assignment was eliminated and the worker returned to Department 81 creating problems because the supervisor in Department 82 had told the replacement that the group leader's job belonged to him, even though it had never been canvassed by seniority. When we were informed, it was quite a mess. The final decision was based on what should have taken place. Had we been consulted originally, we would have assured that all assignments were properly canvassed and all workers on temporary assignment were made fully aware of their rights and obligations when the job either dries up or the original worker returns.

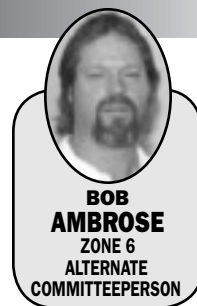
## Thank You

The families of Dave Gallea and Danny Lynch would like to extend their deepest appreciation to all body shop members. The cards and donations given in their time of grief gave them a ray of light from the workplace. Both came to me and asked if I could extend this to all who signed the cards.

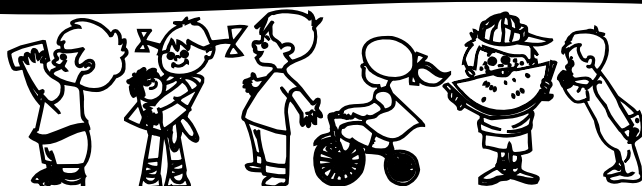
## Congratulations

I would like to extend a hearty congratulations to a great caring man. Health & Safety Rep for Chassis & Paint, as well as friend and colleague Barry Arseneau was awarded a Health & Safety Advocates award by the Durham Region Labour Council. Barry has worked hard in the workplace as well as the community for as long as I have known him. I can think of no one more deserving than Barry.

Until next time, have a great Christmas Holiday, a Great New Year and a safe one. I can be reached at 1-800-361-6793 PIN 8672, or in plant at \*97-8672. 🍁



**BOB  
AMBROSE**  
ZONE 6  
ALTERNATE  
COMMITTEEPERSON



## CAW Child Care Services

- \* Licensed Facilities \* Qualified Staff
  - \* Early Childhood Educators
  - \* Parental Involvement \* Extended Hours
  - \* High Quality Program \* Nutritious Meals
- Available To CAW Families of  
General Motors, Local 222  
(including grandchildren of active members)**

# 905-438-1771

**1440 Ritson Road South,  
Oshawa**

**CAW TCA  
LOCAL 222**

1 2 3



# Education Is Your Right

**H**ow important is Workplace Training? That question could generate some different responses depending upon whom you ask. For workers, education on the topics of Ergonomics, Human Rights and Substance Abuse Awareness is critical and arms us as workers to be able to challenge management. The awareness of our rights is our tool in the workplace to effect change.

If you have not had the classroom time as of yet, tell your supervisor you want to attend because it's your right. At the time of writing, the Car Plant delivers Ergonomics and Substance Abuse Awareness. The Truck Plant members are receiving CAW History. This course is about our history for the last 20 years as a Canadian Union. We lived it!

## New 40 Hour Stress Course

In the spring of 2006 a 40 hour course on Stress Management will be launched in Port Elgin. This program is through the Health & Safety Fund. A combination of workplace stress and stress from home can be a very heavy load to carry. Stress is a silent killer. A lecturer, when explaining stress management to an audience, raised a glass of water and asked, "How heavy is this glass of water?" Answers came back ranging from 20 g to 500 g. The lecturer replied, "The absolute weight doesn't matter. It depends on how long you try to hold it. If you hold it for a minute, that's not a problem. If you hold it for an hour, you will have an ache in your arm. If you hold it for a day, you will have to call an ambulance. In each case, it's the same weight, but the longer you hold it, the heavier it becomes." He continued to say that's the way it is with stress management. If we carry our burdens all the time, sooner or later, as the burden becomes increasingly heavy we

won't be able to carry on. As with the glass of water, you have to put it down and rest before holding it again. When we are refreshed we can carry on with the burden. So, before you return home tonight, put the burden of work down. Don't carry it home. You can pick it up tomorrow. Life is short, enjoy it!

In closing, a big thank you to our Leadership for bringing home our contract. The stress on our Bargaining Committee and their families must surely have been enormously heavy. So, thanks again to our President Chris

Buckley, Shop Committee Chairperson and 1st Vice President Jim Hoy, Car Plant Chairperson Steve Drinkwalter, Truck Plant Chairperson and 2nd Vice President Jim Beaudry and the entire Bargaining Committee.

Since this is our last issue of the *Oshaworker* before Christmas we would like to wish for each and every member and their families a Very Merry Christmas and a Happy & Safe New Year!

In Solidarity,  
The Workplace Trainers. ✱

## ENGLISH AS A SECOND LANGUAGE REPORT

# ESL Program Update

**I** am pleased to announce that Phase III of English as a Second Language (ESL) has been approved. For all of our ESL students, this is very much appreciated. Some may wonder how many phases of ESL are enough? Let me tell you that as long as there is a need and our members continue to benefit from the course, then we as a Union will continue to try to provide it.

It was my pleasure to attend celebratory dinners with our students to mark the completion of Phase II. It was very heart-warming and gratifying to hear the comments made by many individuals in regard to not only the ESL course but their assimilation into an anglophone culture. I was told that there was a fear of how they would be treated. The unknown is always scary, especially when politics, pre-conceived biases and the media skew our opinions of another culture.

I hear stories of how pleasantly surprised they were to find out how their co-workers and other anglophones made them feel welcome and accepted. Little things made a dif-

ference. For example, someone on the line being asked to join a lottery pool within the first week; and generally the friendliness and a willingness to help them out wherever possible.

Many students said they would take these experiences back to Quebec and inform people who had never been to Ontario how unfounded it is to judge another culture (again, based on politics, the media, etc.) until you've experienced it.

We as members of CAW Local 222 should feel very proud of these sentiments. In a small way we have made a difference in that we are all just workers with the same wants and needs. Perhaps it's that solidarity in us standing together that made a difference. I don't know for sure... just a thought.

Anyone interested in the ESL program can call the training office at 905-644-2373. ✱



LYNN  
ROSS

CAW  TCA  
LOCAL 222

# MEETINGS

**The General Membership meeting is held at 3:00 p.m. on the first Thursday of every month except July & August.**

**The General Motors Unit meeting is held at 3:00 p.m. on the third Thursday of every month except July & August.**

**The Oshawa Skilled Trades Council meeting is held at 4:00 p.m. on the fourth Thursday of every month except June, July, August & December.**

**CAW Family Auxiliary meetings are held at 8:00 p.m. on the first & third Tuesday of every month except July & August.**

**The Retirees' Chapter meeting is held at 1:00 p.m. on the first Monday of every month except July & August.**

**ALL MEETINGS ARE HELD AT THE CAW LOCAL 222 HALL - 1425 PHILLIP MURRAY AVE.**

# Freedom And Equality For Women, National Campaign

**O**n December 6<sup>th</sup> each year we recognize the National Day of Remembrance and Action on Violence Against Women. Daily we can open a newspaper, hear in the news, or hear a co-worker speaking about domestic violence they or someone they know has endured. We have made many gains through bargaining that speak to the issue of violence against women. We have negotiated a women's advocate program, harassment policies, procedures and training for our members and language that protects a woman from discipline due to absenteeism as a result of violence at home. But violence against women is still happening in our communities and in communities across Ontario and Canada. Just in October, I received an e-mail about a union sister at CAW Local 636 in Ingersoll; she was a victim of domestic violence. The chairperson of the women's committee at that local wrote an excellent letter in the Woodstock Sentinel-Review. This is an excerpt of that article.

*Sandra was a victim of domestic violence. But, Sandra, her children, her family and her friends are also victims of society. A society, that needs to take a tougher stand on violence against women. The powers that be are responsible for Sandra's death. In our workplaces, we have a zero tolerance to harassment, and violence policy. In our schools, we have a zero tolerance to violence policy. We*

*have got to implement a zero tolerance to violence against women policy, in our communities. A woman's decision to end an unhealthy, abusive relationship should never become a death sentence. Our lawmakers need to adopt and adhere to a policy that ensures domestic violence will not be tolerated. We need a government that is compassionate to women and the issues that breed domestic violence, a government that will put measures in place that will ensure women and children are able to escape violent situations. Women need a public, universal, affordable childcare program, pay equity, the adequate resources for women's shelters, transitional housing, and community based programs that will combat violence against women and children. Sandra was employed at Woodingford Lodge in Ingersoll and a member of CAW Local 636 in Woodstock. To Sandra's family, friends, and co-workers, we wish to extend our heartfelt sympathy and sincerely hope you are able to find a sense of comfort through our efforts.*

On December 6<sup>th</sup> the CAW and the Canadian Labour Congress are launching a postcard campaign. The postcards identify core funding for women's services and organizations, as well as pay-equity and child care issues that all play a major role in increasing women's inability to leave an abusive relationship. On March 8, 2006, International Women's Day, the post-

cards will be presented to the federal government to urge them to implement concrete initiatives to achieve social and economic equality for women (our sisters, daughters, mothers, aunts, nieces) which is a crucial requirement to end violence against women.

The Local 222 Women's Committee with the support from our Local Executive Board and our President Chris Buckley will be taking part in the CAW National Campaign to distribute thousands of postcards in our community and workplaces. In order for this to happen we need your help. If you would like to help in distributing postcards to get signed by your co-workers in your plant or you would like to join us out in the community to get the postcards signed you can contact your women's committee member or your Women's Advocates or e-mail me at [workingwomen05@hotmail.com](mailto:workingwomen05@hotmail.com) or you can call the Union Hall and leave your name and how I can reach you. We look forward to hearing from you.



**LISA  
LINDSAY**  
WOMEN'S  
COMMITTEE  
CHAIRPERSON

## December 6<sup>th</sup> Candlelight Vigil

Look for a report from the December 6<sup>th</sup> Candlelight vigil in the next **Oshaworker**.

Until next issue, In Solidarity. ♣

# Women's Seminar An Uplifting Experience

**T**he opportunity was presented to me to attend the "Critical Race Theory & Human Rights Conference." At this time I would like to thank Kathie Fowlie and the sponsor who made it possible for me to attend and represent the Oshawa Durham Rape Crisis Centre, along with representatives from the women's shelters who also had an opportunity to attend.

You had your choice of workshops to choose from along with being able to hear Judy Rebeck and keynote speaker Professor Kimberle Williams-Crenshaw from Columbia University. I was fortunate to be part of the group which was invited to have dinner with this fabulous and intellectual woman. It was an honour to meet her.

On Nov. 5, 2005 I attended the Oxford Women's Wellness Day which was held in Ingersoll. Our day started with being motivated by J. Merelle Rodrigo who invigorated, uplifted, filled us with laughter and enthusiasm to start this fantastic day. We had a class on how to

get rid of "clutter," we received some ideas on how to overcome this and keep from getting in this state again. Belly Dancing for some of us. Ending of an overwhelming day was with a Master Hypnotist who talked about some ways to relax and some simple steps to take for some meditation. If interested contact me at [jmbonneau@netscape.ca](mailto:jmbonneau@netscape.ca) for this event next year.

I would like to take this time to thank the Brothers & Sisters who supported the CAW Eastern Women's Network by buying the "Aunt Sarah's Simply Delicious" chocolate bars which buys Christmas gifts for the children in the shelters.

In closing Christmas being less than a month away, I would like to wish you the membership, a Merry Christmas & Joyous New Year. Remember, be safe, don't drink and drive.

Until next year. ♣



**JOYCE  
BONNEAU**  
WOMEN'S  
COMMITTEE  
MEMBER

# Plenty Of Youth Activities In The Works

I would like to start off by wishing you and your family a safe and relaxing holiday season. To my fellow Truck Plant co-workers, I hope that you all enjoy your much-deserved extended holiday, to facilitate restructuring for our new truck line.

I feel privileged to have been elected as a member of our Local's Youth Committee and then rewarded the position of Co-Chair. Since starting this position in April the Youth Committee has been hard at work tackling many projects and addressing issues that we all felt needed to be accomplished. I am proud to say that in a short period of time our newly formed group has successfully reached many of our goals. We have proven that with teamwork and persistence we are very capable of making things happen.

## Open Forum Meetings

At the present time one of our goals is to start holding open forum meetings. These meetings will be geared towards young members who wish to share in discussions focusing on issues, and obstacles faced in individual workplaces. This is also intended to create

a safe, confidential, and fun environment so as young workers we can plan for our futures and build stronger, more aware members.

If this is something that you wish to participate in, and feel would be beneficial please contact us through our email listed at the end of this article. It is with the show of interest through e-mail requests that we can organize these meetings and establish a strong network of young activists who wish to help make a difference.

## Battle of the Bands

Our Committee will be hosting a Battle of the Bands for spring 2006. In order for this event to run we are seeking feedback from Local 222 members or their immediate family members (under 30 years of age) who are a member of a band and would like to participate. Please contact us by using our email listed below. We will be listing more updates in future issues of the *Oshaworker* as we continue to organize this event.

## Domestic Car Show

As we are all aware of our drastically



**TANYA-JOELLE DODD**  
YOUTH COMMITTEE CO-CHAIRPERSON

changing economy we can't help but brace ourselves for this constant roller coaster ride and ponder about our future as members of the auto industry. As a new elected member and newer employee to this industry I feel that it is my duty to stay aware of the issues and assist in any way that I can to ensure that my future as well as my fellow brothers and sisters is secure.

A stepping-stone to this goal is to support our own Canadian industry. The Youth Committee would like to join the fight with our Local by supporting the Buy Domestic Campaign. The Committee is hosting a Domestic Car Show this summer 2006. We are seeking members who own custom or Classic Domestic Vehicles. We are very interested in Oshawa-built vehicles. If you would like to register a vehicle for this event, or know someone who would, please contact us through our email listed below.

I would like to thank those members who take the time and respond to our requests so that we can reach our goals and run these events. If the Youth Committee can be of any assistance or support please contact us at:

caw222youthcommittee@hotmail.com

If we stand united we can accomplish anything.

In Solidarity. 🍁

SECURE YOUR FUTURE  
BUY UNION-MADE  
DOMESTIC

## FAMILY SUPPORT COMMITTEE REPORT

# Election Can Be Time To Lobby For Family Legislation Change

**B**e politically active; let your voice be heard. It won't be long and another Federal election will be upon us. Come out to the Family Support Committee meeting Dec. 19, 2005 and lobby for changes to the Divorce Act that would make Equal Shared Parenting the automatic determination of the courts unless one parent was proven to be unfit through due process of law. Children should have the full support of and access to both parents and the parent/child relationships that are healthy for the children and our community. Share your ideas on how we can change the government to help our children of divorce.

What is hurting our families of divorce? Presumptive (automatic) Equal Shared Parenting is not part of family law legislation, which causes expensive custody litigation. Only the non-custodial parent is required to be financially responsible for the support of the chil-

dren. The support guidelines are not based on actual costs to provide the necessities of life for the children. There is no recognition of the cost of access and providing accommodation and amenities for the children by the non-custodial parent. Government tax revenues will increase by about \$750 million. There is less money available to divorced families for support of the children. There is no legislation or regulations to ensure the enforcement of access orders. Both homes need resources.

What is discriminatory? The Justice Department is given the power to create regulations without parliamentary review and debate. The

see **ELECTION** – page 45



**RON DAVEY**  
FAMILY SUPPORT  
COMMITTEE  
CHAIRPERSON

# Harassment Policies Must Be Understood

**G**reetings Brothers and Sisters. On behalf of the Human Rights and Employment Equity Union Representatives, we would like to extend a warm welcome to everyone who transferred and recently arrived as preferential hires from London, Woodstock, Windsor and St. Catharines to the Truck Plant.

As we enter a new year we must take a minute to reflect upon the past year and the many disasters around the world. We saw the destruction of hurricanes and the many lives it changed. Our Truck Plant was asked for donations each and every time to help the less fortunate and each and every time we came through.

Our human rights concerns have dealt with many issues, from duty to accommodate on religious and disability grounds to workplace harassment. It is the employer's responsibility to deal with any harassment that occurs in the workplace. It is the employer's duty to:

- Make it clear that harassment will not be tolerated;
- Establish a harassment policy;
- Make sure every employee understands the policy and procedures for dealing with harassment;
- Inform supervisors and managers of their responsibility to provide a harassment-free work environment;
- Investigate and correct harassment problems as soon as they come to light, even if a formal complaint has not been received.

The employer should be prepared to take appropriate disciplinary action against an employee found to have harassed someone.

It is becoming harder and harder for our disabled members to find jobs that they can do. The auto industry is built for speed and many of our senior members find it difficult to keep up with the time allotted for the job build. By the way, it is not only the senior member that is having problems. Request for accommodation is an ongoing problem but it is being done by the Company. It is the Company's responsibility to provide work for injured members unless they can prove undue hardship.

The employer is required to:

- Accept the employee's request for accommodation in good faith, unless there are legitimate reasons for acting otherwise;
- Obtain expert opinion or advice where needed;
- Take an active role in ensuring that alternative approaches and possible accommodation solutions are investigated, and canvass various

forms of possible accommodation and alternative solutions, as part of the duty to accommodate;

- Keep a record of the accommodation request and action taken;
- Maintain confidentiality;
- Limit requests for information to those reasonably related to the nature of the limitation or restriction so as to be able to respond to the accommodation request;
- Grant accommodation requests in a timely manner, to the point of undue hardship, even when the request for accommodation does not use any specific formal language.

The accommodation process is a shared responsibility. Everyone involved should co-operatively engage in the process, share information, and avail themselves of potential accommodation solutions.

The person with a disability is required to:

- Advise the accommodation provider of the disability (although the accommodation provider does not generally have the right to know what the disability is);
- Make her or his needs known to the best of his or her ability, preferably in writing, in order that the person responsible for accommodation may make the requested accommodation;
- Answer questions or provide information

regarding relevant restrictions or limitations, including information from health care professionals, where appropriate, and as needed;

- Participate in discussions regarding possible accommodation solutions;
- Co-operate with any experts whose assistance is required to manage the accommodation process or when information is required that is unavailable to the person with a disability;

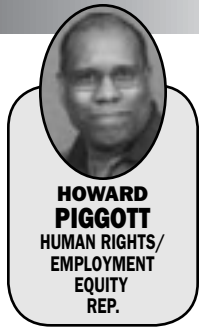
● Meet agreed-upon performance and job standards once accommodation is provided;

● Work with the accommodation provider on an ongoing basis to manage the accommodation process; and

● Discuss his or her disability only with persons who need to know. This may include the supervisor, a union representative or human rights reps.

On a personal note, firefighters, police, doctors are said to be heroes but heroes can also be found at work or elsewhere in our community. One such hero is Kenneth Dunsford. He donated a kidney to a family member to save his life. What an unselfish act Kenneth did. The good news is, they are doing well.

Have a merry Christmas and may all your wishes come through. 🍁



**HOWARD  
PIGGOTT**  
HUMAN RIGHTS/  
EMPLOYMENT  
EQUITY  
REP.

## Election Can Be Time To Lobby For Family Legislation Change

— continued from page 44

requirement for financial disclosure and responsibility is for the non-custodial parent only. The enforcement measures are unfair because there is no right of appeal. The enforcement measures are harsh and unfair and create a debtor's prison condition within our justice system. The current Divorce legislation did not address custody and access issues when amended by Bill C-41. Non-custodial parents are required to provide child support for education beyond the age of majority. Intact families and custodial parents have no such obligation. Every Second Weekend is not enough.

Divorce Recovery: Rebuilding Relationships Seminar is a 12-week class that puts you in touch with others in the same situation. While the information is delivered in small, intimate groups, the impact is clear-

ly individualized. Separation and divorce is a catalyst for you, your spouse and children. It drains you spiritually, emotionally, physically and it can be wildly expensive. Even if you start off on friendly terms with the best of intentions, matters often spiral downward once lawyers become involved. Because attorneys want the best for their clients, emotions between the parties can escalate and suddenly legal documents replace face-to-face communication. Lawyers' fees may very well deplete your hard-earned marital assets. Once the dust settles, what do you have left?

For more information contact your Family Support Committee: Chairperson Ron Davey at 905-697-1940 email [ironic@rogers.com](mailto:ironic@rogers.com). 🍁

# Run, Walk And Roll For Cancer Prevention 2006

It's been nearly six months since those wonderfully warm and sunny days in May when 50 of us from Durham participated in the Second Annual Run, Walk & Roll for Cancer Prevention.

We're very pleased to report that, with your help, this event raised over \$64,000 for several Canada-wide and local projects dedicated to educating Canadians (including our politicians!) that the epidemic of cancer in this country can be cut by at least half. How? By developing and taking action on a comprehensive national strategy for prevention.

Please join us again or for your first time for the third Annual Run, Walk & Roll for Cancer Prevention, in conjunction with Ottawa's 32nd National Capital Race Weekend May 27-28, 2006.

We are asking everyone to get on board and sign up. The whole idea of getting Durham people together for the Run, Walk & Roll in Ottawa is that it's an excellent opportunity to raise dollars. We are guaranteed that 40 percent of the funds we raise come back to our own Region for us to use to take action for prevention campaigns about environmental and occupational cancers. Our CAW Durham Regional Environment Council (CAW DREC) group raised a grand total of \$20,657 for the May 2005 event. So our Durham Cancer Prevention Coalition, which will be spearheaded

by the CAW DREC, will receive \$8,262.80 of the funds raised. Thank you to everyone who contributed.

There are numerous events for people of all ages and abilities, from 2K Family Walk/Runs all the way up to Full Marathons (42.2K!) for runners, in-line skaters and wheelchair athletes. Free bus transportation to Ottawa, thanks to the CAW Local 222 Executive Board. We have access to a 55 seat coach with nice seats, bathroom and a cargo area. We are presently working on a special rate for accommodations like we had last year. Anyone in the Durham area is welcome to take the bus with us as a RWR participant. This year will be even better as we learned a whole lot from our experience this year, so please get yourself in shape and help us all beat cancer before it starts.

If you are interested in involving yourself in regional cancer prevention initiatives and or you're interested in signing up for RWR 2006, please call 905-404-1279 or e-mail at Dave.Renaud@rogers.com.

## Annual Joint CAW/GM Environment Meeting

CAW Environment Representatives and Management Environmental Representatives from each GM location, (Oshawa, St. Catharines, Windsor, Woodstock) attended the Annual Joint CAW/GM Environment Meeting on

Nov. 15 & 16 as per the Collective Agreement, in the Car Assembly Chassis Training Centre.

Discussions addressed issues concerning GMCL Energy Strategies/Conservation Activities, Waste Reduction/Recycling Goals/Recycling Regulations/Autoplex Waste Audits, ISO 14001 (2004) Environmental Management Systems and Extended Producer Responsibility (EPR). Plant Tours were conducted showing our recycling stations and other environmental activities. Each Plant made presentations regarding their local Joint Workplace Environment Committee Activities, followed by an open discussion round table.

## GM Waste Audits

I have attended 10 out of 17 waste audits, (Oct. 25 to Nov. 9) from different locations of the Autoplex and would like to share with you the process and some of the findings. Our cleaner attendants put our garbage into compactors or open top 40-cubic yard bins located through out different plant areas. The load is weighed then delivered to a building in Whitby where the trash is dumped onto the shop floor and sorted by two to four Detox employees. Items get separated, such as cardboard, wood, steel, recyclable & non-recyclable paper, textiles, recyclable & non-recyclable film plastic, polystyrene, recyclable plastic & rigid plastic, glass, beverage and pop cans, car parts, etc. and residual garbage. The segregated material is weighed and recorded on data sheets.

It would take too long to sort through all the garbage bags, so about 40 bags representative of the total load are subjected to a full audit and tallied.

Some of the items found surprised me because of the sheer volume of recycled material going to our landfills. We have systems set up to sort recyclable material but in many cases they are not being used.

We need to remember that what we throw away impacts human health and our environment in many different ways. Let's try harder to consider this before we do the wrong thing, it'll also give you a good feeling doing the right thing.

If you need to contact me please call me at 905-644-1374 or page me inside the plant at \*97-1374 or outside the plant 1-800-361-6793 PIN 1374. Till the next time, keep it green. ♣



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COUNCIL  
PRESIDENT  
CAW ENVIRONMENT  
REPRESENTATIVE  
GM AUTOPLEX



*Workers thoroughly auditing the 40 segregated garbage bags as part of GM's Waste Audit program.*

# Brock Health Centre: A Community Success Story



**H**ere is a little story much like the little train engine that came to the big hill and needed encouragement to climb it. Also it's a story about how by getting involved in a project you can make a real difference in your community when you build a winning team. Some challenges may seem like a winless battle, but patient perseverance is one powerful tool.

In the fall of 1997, I entered the realm of municipal politics. It had been two years since I had left politics as a provincial politician and still I wanted to make some positive changes in my community. Within the first year as a municipal councillor, I knew that local council was the place to make a lasting difference. One of my fellow councillors had finished a review of our local Municipal Alcohol Policy and the Brock Township adopted his recommendations. From that final report a committee was created and called the Brock Community Needs Project.

After two years, the Brock Community Needs Project led to the formation of two different committees. One was set up to consider

Drug Abuse and getting the support agencies to work better together and another to look at Health and Social needs within the township. In meeting with different social service providers and health providers it became apparent that a hub for these services made the most sense. After a discussion or two with a nurse from Whitby and a pharmacist from Port Perry I was convinced that a Community Health Centre was the model to consider.

On April 17, 2000 Brock Township Council went on a road trip to visit a Community Health Centre in Tweed. It was the first time I had visited the Tweed CHC and for my colleagues on council their first visit to a CHC. My first visit many years before to a CHC had convinced me that the Community Health Centre approach to health and wellness made sense. I wanted to share and hoped my colleagues would catch a touch of my passion for this different approach and make it happen in Brock Township. During the municipal elections that fall, I kept the discussion about the CHC approach to our needs alive, but soon realized that my support from Council was weak at best.

Within months of my second term on Council, I started calling people that I knew that would help to make a difference in the state of the health and wellness of Brock Township's residents. As the committee brainstormed we soon came to realize we needed a game plan and some solid evidence. A Trillium grant was applied for and granted before the year was over and town hall meetings began. Surveying the residents, we found that 66 percent of our residents never had a primary health care provider. We knew that since the Minister of Health declared the Township underserved in 1996 because of the local doctor shortage. The CHC team was considered because it includes physicians, nurse practitioners, nurses, counsellors, community workers and dietitians. CHCs offer a wide range of programs in addition to health services. It was these needs that solidified the committee's resilience to finding lasting solutions.

The committee took the findings and built  
**see BROCK – page 48**

## HUMAN RIGHTS COMMITTEE REPORT

# UOIT Critical Race Theory And Human Rights Conference

**O**n Oct. 26, 27, 28, 2005 Pat Hargrove, Richard Davison, Kellie Scanlan and Christiaan Timmermans attended the first international organized conference on Critical Race Theory and Human Rights Conference at the Rogers Centre in Toronto.

This Conference, again a first, was put together by Dr. Wesley Chrichlow, Associate Professor from the University of Ontario Institute of Technology (UOIT) Oshawa. A great deal of planning by many to present issues such as to further engage activists in legal education and scholar activism in universities aimed at eliminating racism, and sexism, through liberating human rights educational tools, theory, practice and research, to also examine and explore how we may research and live Human Rights. To also assist in the building of a global human right sculpture and to develop links across universities and communities.

The conference was broken into many workshops. Listed here are just a few examples: Challenges of Racial Profiling; Does the Human Rights agenda go far enough in understanding and overcoming racism, sexism and homophobia; Gender, Race and Unions Organizing; Racial Discrimination and Mental Health in the Workplace; Human Rights and the Sociology of Law.

In total 22 different topics were presented over the three days

of the Conference. Everyone was on a very positive note. Professors from across Canada representing their respective universities lectured on these issues.

The guest speaker was Kimberle Williams-Crenshaw, who is a Professor of Law from UCLA and Columbia Law School. Professor Crenshaw has lectured nationally and internationally on race matters addressing audiences throughout Europe, Africa and South America.

Judy Rebick, who is one of Canada's best-known political commentators also addressed us. Her message was very passionate, talking about the past and present challenges we face daily in making our world a better place to live, work and play by struggling for change.

We hope this first conference can start to build the foundation of a global human rights culture. The youth of today are clearly the leaders of tomorrow.

Thank you to our Local Leadership for the privilege of attending this Critical Race Theory Conference.

In Solidarity, and Merry Christmas and Happy New Year to everyone from the Human Rights Standing Committee, Pat Hargrove, Richard Davidson, Kellie Scanlan, Christiaan Timmermans, Roxanne MacKay and Deb Dillon.

Please remember those less fortunate. 🍁

## Counsellors' Corner

# What To Do If A Child Tells You Of Sexual Abuse?

**O**ur previous article defined sexual assault/abuse as its presently covered under Canadian law. Today, children across Canada are learning the difference between good touching and sexually abusive touching, and between good secrets and secrets about sexual abuse. Both are important for children to know in order to protect themselves. Please take the time to explain this to your child. Children are also being encouraged to tell someone if they feel unhappy or upset by the way someone has touched them. You could be the person a child turns to for help. Be prepared!

The following suggestions outlined can help you to respond. Change in a child's behaviour may indicate sexual abuse. i.e. withdrawal, isolating themselves from others; reluctance to go with a particular person/place; acting out sexual behaviour; using words about sex that a child is not likely to know, or describing sexual activity; exhibiting self-destructive behaviour such as running away, hurting others,

taking drugs or alcohol, and possibly the cutting of oneself.

Therefore, listen carefully and be attentive to their behaviour if you suspect sexual abuse.

In many cases, the offender is a member of the child's family or someone the child knows. In most cases, they are bribed, intimidated, or threatened to keep this as a secret just between the two of them. Often the child feels guilty about what has happened and may fear the "reaction," the anger, shame, blame and denial from the person to whom the disclosure is made to. We must be very sensitive about their feelings. Trust, support and protection is what a sexually abused child needs to feel, since someone close has just violated that trust.

A very few important steps to follow if a child does disclose sexual abuse: First take the child to a quiet place and allow the child to tell what happened in his/her own words. Don't press for details and don't interview the



child, detailed questioning is best handled by a trained person.

Second, listen to the child and accept what the child is telling you even if it is difficult for you to believe the identity of the alleged abuser, or that it took place. Comfort the child by saying that it is good that you were told. Third, remain calm and don't overreact, don't direct your anger toward the child. Be clear that what has happened is not directed toward the child. Reassure that it's not their fault, and they're not to blame. Let the child know that the alleged abuser has done something wrong and needs help. Fourth, let the child know you will do something to help and your support will help the child cope with feelings of confusion and guilt. Depending on the child's age, explain that others may be able to help too.

Finally, call for assistance immediately. The police or your local sexual assault agencies have specially trained staff to deal with complaints of this nature. Even if you know who the alleged offender is, do not take the law into your own hands by confronting the person. This could jeopardize any investigation or court case that may arise. Depending on the provincial or territorial laws where you live, you may also have a legal obligation to report the incident immediately, even if you think the incident is minor. Make it clear that you are reporting sexual abuse to ensure that your call is referred to the appropriate staff for services. If the accused is over 12 years of age but under 18, then the case will be dealt with under the rule of the "Youth Criminal Justice Act," formerly known as the Young Offenders Act.

If you require assistance for counselling support in your immediate community, please call Sharron Kehler at 905-644-4282 or Terry Wilson at 905-644-4283. Take care. 🌟

## Brock Health Centre: A Community Success Story

— continued from page 47

a plan to solve these local issues, which included submitting our proposal in February 2003 to the Ministry of Health and Long Term Care. It was peer reviewed and recommended for funding later that fall and the waiting began. It would be better to say the lobbying began in earnest and we kept the community involved by speaking to hundreds of residents at events like our Home Shows and Fall Fairs.

Finally last month on Nov. 10, 2005, the Ontario government announced the investment in 22 new Community Health Centres and 17 new satellite CHCs across the province. Health and Long-Term Care Minister George Smitherman named Brock

Township as a community to get a CHC to improve accesses to primary health care and strengthen the community.

This story really only highlights just some of the challenges we have faced to get approval of a local project. Like the Little Engine That Could, my CHC committee will have many hills yet to climb but having a close-knit crew working together I know we can cross those hills. Getting involved in your community makes our neighbourhoods better places for all of us to live. Personally, I want to thank the many people who have worked with me on so many committees to make this a success story worth telling. 🌟



# Support The United Way



# Balmy Fall Wraps Up Golf Season

**A**t time of writing (Nov. 12) it's a balmy 12 degrees outside and I'd rather be getting that last round in than sitting here at the keyboard. By the time you read this my clubs should be in the basement. By the middle of February I'll be pulling an iron out and giving it a little waggle here and there. I might be re-gripping my clubs around that time and I'll try to refrain

from hitting cat poop out of the litter box with my sand wedge. I'm not much of an indoor golf player over the winter and I have similar sentiments about summer ice hockey. By the middle of March I'll start feeling ready to hang up the skates and haul the clubs out of winter storage.

Below are the final results of the 2005 match play competition:

"C" Flight Champion Debbie Kvasnak; Fi-

nalist Doug Northey; Consolation Harry Berberian.

"B" Flight Champion Al Arksey; Finalist Jim Maguire; Consolation Rob Klinc.

"A" Flight Champion Dave Hutcheson; Finalist Gord Harbottle

"Championship" Flight Champion Doug Smith; Finalist Paul McKnight; Consolation Bruce Cashley.

Most honest golfer award went to Charles Legere and surprisingly, most improved player was Dave Hutcheson. Low gross of the season honours go to Bruce Cashley, Doug Smith and Fred Wallis with 76s.

A fine supper and enjoyable evening was had by all who attended the year-end banquet at the Union Hall. Your league executive, at this point, will remain unchanged for the 2006 season. On behalf of the executive I want to wish everyone a Merry Christmas and good golf in the New Year. Look for details of our 2006 sign-up day in the March issue of the *Oshawworker*. 🍁



**DAN FORMOSA**



*Some of the CAW Golf League winners in 2005: from left are Doug Northey, Gord Harbottle, Dave Hutcheson, Rona Formosa, Bruce Cashley, Tim Ashbridge, Fred Wallis, Randy Fox, Dan Formosa, Mike Cronin, Jim Maguire and Debbie Kvasnak.*

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**GLAZIER MEDICAL CENTRE**

# New Sponsor For Hockey League

**H**ave you heard of Tequila Willys? Well it is a new bar and grill located at 145 King Street E. Oshawa (previously Tailgate Charlies). Great food, prime rib, steak, ribs and if you like western music get your cowboy boots and your hat on and go down and shake a leg. Tequila Willys is also our new sponsor, replacing Budget. I want to thank John Whiteman for his help getting them to support us. So take your wives or girlfriends down to Tequila Willys. I am sure you will have a good time.

• *Jack's Fillin Station 3, Renown Electric 0*

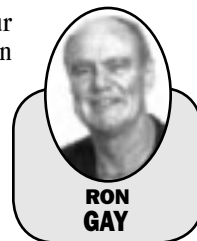
## Point Leaders

|                 | GP | G  | A  | Pts |
|-----------------|----|----|----|-----|
| Steve Skene     | 8  | 15 | 10 | 25  |
| Chris Michelson | 8  | 14 | 9  | 23  |
| John McLeod     | 8  | 16 | 6  | 22  |
| Larry Coady     | 8  | 6  | 11 | 17  |
| George Oliver   | 8  | 6  | 11 | 17  |
| Andy Bahor      | 8  | 5  | 11 | 16  |
| Tony Burghardt  | 8  | 7  | 9  | 16  |
| Dan Bonchek     | 8  | 8  | 6  | 14  |
| Mike Goodes     | 8  | 8  | 5  | 13  |
| Steve Ashby     | 8  | 7  | 6  | 13  |

Ron Leger 2 goals, Captain Myron 1 goal, Roland Felgemacher 1 assist, Bob Sutherland 3 assists, Darrell Guthrie 1 assist, Dave Gibbard 1 assist. Player of the game Bob Sutherland and honorable mention to John Perrault. He played a great game between the pipes.

You might say that John was the assistant

coach who adds colour to the league. Spare Ron Legere scored two goals but I can't mention him because he is only a spare. The dishonourable mention to John McLeod, on top of the league with most goals and points and didn't get a point.



RON GAY

| Team Standings         | GP | W | L | T | Pts | GA |
|------------------------|----|---|---|---|-----|----|
| Phoenix Chiropractic   | 8  | 8 | 0 | 0 | 16  | 18 |
| Renown Electric        | 8  | 4 | 3 | 1 | 9   | 23 |
| Ontario Motor Sales    | 8  | 3 | 3 | 2 | 8   | 38 |
| Oshawa Hearing Service | 8  | 3 | 3 | 2 | 8   | 34 |
| Bond Optical           | 8  | 3 | 3 | 2 | 8   | 36 |
| Jack's Fillin' Station | 8  | 3 | 4 | 1 | 7   | 23 |
| Tequila Willys         | 8  | 1 | 5 | 2 | 4   | 37 |
| Durham Medical         | 8  | 0 | 4 | 4 | 4   | 30 |

## Goaltenders

|                  | GP | W | L | T | GA | GAA  |
|------------------|----|---|---|---|----|------|
| Carmen Rooney    | 8  | 8 | 0 | 0 | 18 | 2.25 |
| Bruce Aylesworth | 8  | 4 | 3 | 1 | 23 | 2.88 |
| Dave King        | 8  | 3 | 4 | 1 | 23 | 2.88 |
| John Murray      | 8  | 0 | 4 | 4 | 30 | 3.75 |
| Dave Hutchison   | 8  | 3 | 3 | 2 | 34 | 4.25 |
| John Perrault    | 8  | 3 | 3 | 2 | 36 | 4.50 |
| Tom Haraj        | 8  | 1 | 5 | 2 | 37 | 4.63 |
| Al Aylesworth    | 8  | 3 | 3 | 2 | 38 | 4.75 |

• *Ontario Motor Sales 8, Bond Optical 5*

OMS Joe Teatro 3 goals, Steve Wilson 2 goals 1 assist, Steve Ashby 1 goal 2 assists, Dan Curwin 1 goal, Ralph Ruff 1 goal 1 assist. Assists to Wayne Gresik 2, Dave Foster 2, Hank Meyer and John Deboo 1 each. Bond Optical Chris Michelson 4 goals 1 assist, George Oliver 1 goal 4 assists, Brian Cane 2 assists and Wayne Brine 1 assist.

It was a real team effort by OMS. Nine players were in on the scoring for the team, Joe Teatro being the big guy.

Bond Optical's two big guys were Chris Michelson and George Oliver. The team really

see NEW - page 51

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# Already Fourth Year For Midnight Shift Hockey

**H**ello and a long overdue welcome. It's hard to believe this is already our fourth year playing. Our season starts early with a few exhibition games to get us old boys moving.

Our league consists of four teams and we play every Thursday morning at 7 a.m. at Ice Sports. We play for the Dennis Knapp Memorial trophies. Dennis was a friend, co-worker, player and wonderful father and husband who sadly passed away in our first year.

I would like to thank our president Ted Russell as well as our team reps, refs, and Lou Wilson our timekeeper, good job all. The league got new jerseys and socks and I've been told by all the boys they look good.

Till next issue, go to the net! ❄️

## Top Scorers

|                |       | G  | A | Pts |
|----------------|-------|----|---|-----|
| T. Russell     | Hawks | 16 | 3 | 19  |
| G. Mood        | Habs  | 11 | 5 | 16  |
| M. Bell        | Leafs | 7  | 6 | 13  |
| D. Gibbard     | Habs  | 5  | 7 | 12  |
| A. Marquette   | Leafs | 4  | 8 | 12  |
| D. Bryant      | Hawks | 5  | 6 | 11  |
| T. Pohjolainen | Leafs | 5  | 6 | 11  |
| D. Brown       | Leafs | 7  | 3 | 10  |
| D. Gray        | Hawks | 5  | 5 | 10  |
| S. Mullen      | Habs  | 4  | 6 | 10  |

## Team Standings – After Week # 7

|        | GP | W | L | T | GF | GA | Pts | G. Dif. |
|--------|----|---|---|---|----|----|-----|---------|
| Leafs  | 7  | 6 | 1 | 0 | 40 | 23 | 12  | +17     |
| Hawks  | 7  | 4 | 3 | 0 | 41 | 27 | 8   | +14     |
| Habs   | 7  | 3 | 4 | 0 | 37 | 44 | 6   | -7      |
| Bruins | 7  | 1 | 6 | 0 | 20 | 44 | 2   | -24     |

## Goalkeepers

|             |        |   |   |   |    |     |
|-------------|--------|---|---|---|----|-----|
| E. McCallum | Leafs  | 7 | 6 | 1 | 23 | 3.2 |
| S. Shane    | Hawks  | 7 | 4 | 3 | 27 | 3.8 |
| G. Clarke   | Bruins | 6 | 1 | 5 | 36 | 6.1 |
| A. Wilson   | Habs   | 7 | 3 | 4 | 44 | 6.2 |
| P. Lasch    | Bruins | 1 | 0 | 1 | 7  | 7.0 |

## New Sponsor For Hockey League – continued from page 50

misses Tim Buttonshaw who was sent to training camp in Australia.

• *Phoenix Chiropractic 8, Durham Medical 2*

Dan Bonchek 3 goals 3 assists, Andy Babor 2 goals 3 assists, Steve Skene 1 goal 2 assists, Jim Bradbury and Gary Beedham 1 goal each. Assists to Chris Lynch 1, Al New 2, Paul Heard 1, and Al Howe 3 – a real team effort with a big first star Carmen Rooney. Dan Bonchek really playing great hockey. He must have been practicing all summer. Andy Babor has never played better. Durham Medical scorers were Dan Snell and Tim McGuigan 1 goal each and Carl Walker 2 assists, Tim Ashbridge and Dan Bertrand 1 assist each. Honourable mention to Carl Walker with 2 assists.

• *Tequila Willys 6, Oshawa Hearing Services 1*

Tequila Willys Mike Goodes 2 goals 1 assist, John Burke 2, Steve Muffin 1 goal 1 assist Dave Collins 2 assists, Ron Noble 2 assists, Ray Patterson, Andre Martin and Ron Leger 1 assist each Oshawa Hearing Bill Prentice 1 goal, George McCall and Dave Mc Arthur 1 assist each All I can say is Chuck Bickle was out-coached.

• *Renown Electric 4, Ontario Motor Sales. 3*

Renown John McLeod 3 goals Steve Reynolds 1 goal 1 assist, assists to Captain Cam Hinks, Don Buldyke, Gord Moore, and welcome back Brent Barkwell if only for a short time. (Spare) again John McLeod continues to score goals as the other players are setting him up all the time. I have asked the referees to try to take it easy on Cal Wheeler because when he comes into the penalty box I have trouble

enjoying the game. We are going to put a sign in the penalty box, 'This is not the complaint department!' OMS Steve Wilson 1 goal 1 assist, John King 1 goal 1 assist, Joe Teatro 1 goal. Assists to Dave Foster, John Deboo, Steve Ashby and Wayne Gresik. This was a very good game. Penalties played a big part of the score. OMS would have won this game but they had two men in the penalty box at once and Renown scored the winner.

• *Oshawa Hearing Services 4, Durham Medical 1*

Bill Prentice 1 goal 1 assist, Kevin Beaton 1 goal 1 assist, Morgan Lane 1 goal 1 assist, Kevin Wilson 1 goal 2 assists, George McCall 1 assist. Durham goals by Leo Mercier 1 goal assisted by Dan Snell and Dan Bertrand. No scoring first period. Leo scored eight minutes into the second period to tie the game. Kevin Wilson broke the tie in the third, it was six minutes left in the third and three more pucks put between the bars.

• *Bond Optical 4, Jack's Fillin Station 3*

Chris Michelson 2 goals 2 assists, George Oliver 1 goal 1 assist, Wayne Brine 1 goal, Captain Brian Cane 2 assists, Shawn McKenna 1 assist. Ron Leger 2 goals 1 assist, Mike Zdanowski 1 goal, Roland Felgemacher 1 assist, Larry Coady 2 assists. Seadog says this was a close game up and down and all around. It was so good I think I would have paid admission if I had to. Goaltender played a big part. Although he lost John Perrault played a good game. Dave Hutchison is always strong between the pipes. I guess we will have to give the goaltenders a share in the spotlight. In my opinion anyone who pays to stand there and let the other players shoot the puck at him

continuously and they have to crawl on the ice sometimes, I think they are crazy.

• *Phoenix Chiropractic 8, Tequila Willys 2*

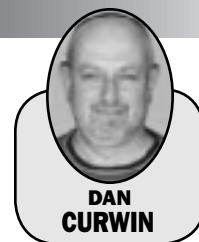
Steve Skene 5 goals, Tony Burghardt 4 assists, Gary Beedham 2 goals 2 assists, Ron Martin 2 assists, Al New 2 assists, Dan Bonchek 1 goal. Laurie Gay 1 goal, Mike Goodes 1 goal assisted by Dave Collins, Ron Noble, Steve Mullin. I know when a player gets 3 goals it is a hat trick but in the players' dictionary I don't know what the saying is when a player scores five goals. Well-done Steve! Honourable mention to Tony Burghardt for his four assists and also Gary Beedham for his four goals and two assists. I am sorry Laurie but Seadog told me as far as your game went he was at a loss for words.

I know it is hard on some of the team reps to keep a full bench this time of the year due to the moose and deer hunting. I hope the other players appreciate what they do for the league. They are the key to the league running smoothly. On behalf of Seadog and myself I wish to thank them all. On Dec. 8 Santa Claus will be around with his reindeer, sled and his bag of goodies for all the hockey players who have been good. In his bag he has something special for you: cheese and crackers, rolls, kolbassa, pickles, cold cuts and a cold pop. So stay out of the penalty box, be good when you are on the ice. If the player on the other team wants the puck, give it to him and remember above all it is better to pass the puck to someone else and get an assist than to score just some of the time. On behalf of Seadog and myself have a good Christmas!

Until next issue

See You On The Ice ❄️

# Early Season Shift #2 Hockey Results



**T**he first two weeks produced some fast-paced games and most were evenly played.

Here are the results from Oct. 18-27.

## October 18

### • Bruins 5, Capitals 4

Bruins 5 – Dan Beckett (3 goals) Tim Chretien (1 goal, 2 assists) Scott Ward (1 goal) Dunc Dunham (2 assists) Andre Martin (2 assists) Kirk Sanders (1 assist) Bill Prentice (1 assist)

Capitals 4 – Dennis Jacobs (2 goals) Cam Hinks (1 goal, 1 assist) Ron Martin (1 goal) Brian Cane (2 assists) Mike Creamer (1 assist) Roly Felgemacher (1 assist)

A great curtain raiser with Dan's trick being the difference!

### • Whalers 7, Penguins 0

Whalers 7 – Steve Wilson (3 goals, 3 assists) Carl Walker (2 goals, 2 assists) Dale Millson (1 goal, 1 assist) Ron Gallagher (1 goal) Steve Mullan (3 assists) Dan Curwin (1 assist) Dan Snell (1 assist) Shawn McKenna (1 assist)

Penguins 0

A great start for the defending champs with

the rookie Wilson leading the way.

## October 20

### • Capitals 4, Whalers 4

Capitals 4 – Dennis Jacobs (2 goals, 2 assists) Brian Cane (1 goal, 1 assist) Ron Martin (1 goal)

Whalers 4 – Dale

Millson (1 goal, 1 assist) Steve Mullan (1 goal) Dan Semenuk (1 goal) Steve Wilson (1 goal) Ron Gallagher (2 assists) Dan Curwin (1 assist) Chuck Bickle (1 assist)

A very good game with Dennis carrying

see **EARLY** – page 53



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# Shift #1 Truck Plant Ten Pin Tid Bits



**CARL KEMP**

**A**t the time of writing this column, both shifts were preparing for their first confrontation via the no-tap format at Leisure Lanes.

In the spring no-tap challenge, Shift #2 made a much better showing than in the previous three or four times, even though our shift was fortunate to gain first spot overall, therefore keeping the trophy for another year. I would imagine that Shift #2 will be trying even harder to wrestle that trophy away from us in this season's fall challenge. Good luck to all participants! I'll have more on the subject in next issue.

On the home front, the five pin pot keeps on growing at an alarming pace, regardless of two fewer teams this year. This brings me to a very interesting story told to me a while ago, by a fellow who'll remain nameless. It seems that one of last year's Shift #1 team members from "The Bowling Stones," Steve Dobson, who now bowls in another league this year, missed a total of four five pins in a single game! It's

not likely that hard for you to figure out who squealed on you Steve, but I have a hunch he'll not admit it. You see, sometimes you can't even escape the wrath of the five pin, even if you're not with us anymore!

Over the four weeks from Oct. 20th to Nov. 10th, another 64 thuds were heard by yours truly (well, almost all the 64), bringing this season's total to 153 so far. On the night of Nov. 3rd, a new record was set for missed five pins in a single bowling session, that being 27!

On that night, notable misses were: two by Jan Clow and one by hubby Dennis (to keep it in the family), return bowlers, I might add, two by Bill Maxwell, one of our new bowlers, three by Norm Dawe of "The Rookies," two by Charlie Peel and three by Bill Mutimer, both of the "Union Duds," so the beat goes on. Those were almost half of the night's total whiffs.

"The Rookies" and the "Union Duds" remain locked in a duel to determine the winning team with most misses. Each team has

missed 24 five pins so far. Unfortunately, when we're bowling in the afternoon, a lot of the "Union Duds" members bowl off. Did you ever wonder how many they miss on bowl-offs? I do!

Oh, by the way, we shouldn't forget that monster miss by Gene Dinneen on Oct. 27, should we? The thud on the backboard wasn't nearly as loud as the rattle in the gutter half way down the lane! Sorry Gene. The devil made me do it again!

For those of you who wondered how much money was awarded at last year's banquet from the five pin pot, there were five prizes of \$95 each. Hopefully, we'll surpass that total this year.

Now, on to the more serious side of things. There were 37 200+ games, and only two 600+ games rolled over the past four weeks. It's not possible to list all the 200 games, but I think it might be appropriate to say that three of those 200 games were thrown by our lady folk, namely Sharon French, with a 208, Lu-Anne Cassells, with a 203, and Debbie Killens with a 230. Great bowling girls!

The two 600s went to Mike Bested, with a 211+248+158, for a 617, and Doug Brown, with a 212+221+187, for a 620. Doug is another new bowler on the scene, and appears to be right at home in our nonsense atmosphere.

On Nov. 11th, first section winners were decided. In the championship round, come next April, will be the "Losers," comprised of Jim Cassells, Glen Killens, John Cunningham, Dave Daniel, and Lu-Anne Cassells. Congratulations, team!

We had a lot of tough spare conversions made again, covered in this article. They were as follows:

Doug Brown 5-10, Jan Clow 2-10, "Buck" Thompson 3-6-9-10, 3-9-10, & 5-10, Jon Mitchell 3-10 (four times), 2-4-8-10, 1-2-10, 5-6, & 1-2-4-10, Ted Whitely 1-2-10, Rob McHolm 5-7-8, Cal McComish 5-10, Yours truly 3-6-7-10, Don Bason 3-10, Sharon Armour 4-5, Lance Livingstone 2-4-10, and Tony Cassar 6-7-10. Hopefully I got most of them, so make sure you record them on the game sheets, so they don't get missed.

That's the report for this time around. Until next time, good bowling, and remember to watch out for those five pins!

*A Note from Charlie Peel, Oshaworker Editorial Board Member: I would caution people to beware of being in Carl's basement, there is apparently a danger of the door being locked and the lights turned off without warning.* 🍁

## Early Season Shift #2 Hockey Results

— continued from page 52

Cam's crew on his back!

### • Penguins 7, Bruins 5

Penguins 7 – Brandon Hall (2 goals, 2 assists) Jim McLean (1 goal, 2 assists) Glenn Harris (1 goal, 2 assists) Scott Wood (1 goal, 1 assist) Jim Bradbury (1 goal, 1 assist) Leo Mercier (1 goal)

Bruins 5 – Dunc Dunham (2 goals, 2 assists) Dan Beckett (1 goal, 2 assists) Scott Ward (1 goal, 1 assist) Andre Martin (1 goal) Bill Prentice (2 assists) Tim McGuigan (1 assist)

Defending B champs get their first win for coach Ray.

### October 25

#### • Bruins 3, Whalers 2

Bruins 3 – Geordie Oliver (2 goals) Dunc Dunham (1 goal) Kirk Sanders (1 assist)

Whalers 2 – Dan Semenuk (2 goals) Dale Millson (2 assists)

A very fast game with Geordie returning and being the difference for the Bruins!

#### • Capitals 5, Penguins 5

Capitals 5 – Butch Heroux (1 goal, 2 assists) Ron Martin (1 goal, 1 assist) Brian Cane (1 goal) Brian Feeney (1 goal) Peter Lane (1 goal) Roly Felgemacher (2 assists)

Penguins 5 – Scott Wood (2 goals, 2 assists) Brian Beauchemin (1 goal, 2 assists)

Leo Mercier (1 goal, 1 assist) Jim Bradbury (1 goal) Ray Patterson (2 assists) Bill Mutimer (1 assist)

Not much to choose between these two teams with Scott starting to round into last season's scoring champ form!

### October 27

#### • Whalers 6, Penguins 3

Whalers 6 – Steve Wilson (4 goals, 1 assist) Carl Walker (1 goal, 2 assists) Dale Millson (2 assists) Dan Semenuk (1 goal) Dan Curwin (1 assist) Chuck Bickle (1 assist) Dan Snell (1 assist) Shawn McKenna (1 assist) Ron Gallagher (1 assist)

Penguins 3 – Scott Wood (2 goals, 1 assist) Glenn Harris (1 goal, 1 assist) Brian Beauchemin (1 assist) Steve Bullock (1 assist) Ray Patterson (1 assist)

Whalers goalie Wheeler kept the game close until an ejection put the Penguins short a man on the bench.

#### • Bruins 7, Capitals 0

Bruins 7 – Scott Ward (2 goals, 1 assist) Bill Prentice (2 goals) Geordie Oliver (1 goal, 3 assists) Dunc Dunham (1 goal, 2 assists) Kirk Sanders (1 goal) Andre Martin (3 assists)

Capitals – 0

Hard to figure this one with the other Scott in the league starting to be a force! 🍁

# Five Pin Bowling Is Still On For December 23rd

The Turkey Roll is December 9. We are bowling on December 23.

I want to wish everyone a very Merry Christmas and a joyous and safe holiday season.

## 600 CLUB

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| Dan McLean       | 630 | 674 |     | Rick Marshall  | 611 |     |     |  |
| Bob Huff         | 605 | 662 | 684 | Mike Powers    | 621 |     |     |  |
| Dan Richard      | 662 | 606 |     | Cheryl Ward    | 634 | 614 |     |  |
| Dave Murray      | 624 |     |     | George Lee     | 631 |     |     |  |
| Donna Phalen     | 640 | 638 |     | Steve Conway   | 639 | 634 | 676 |  |
| Dianne Maybee    | 632 |     |     | Jude Jones     | 645 |     |     |  |
| Harry Langkraer  | 678 | 690 | 628 | Jeff Taber     | 600 |     |     |  |
| Henry Chibb      | 631 | 678 |     | Steve Butt     | 677 |     |     |  |
| Dave Schaeffer   | 619 |     |     | Dave Ricketts  | 623 | 647 |     |  |
| Noel Ricketts    | 624 | 659 |     | Bob Wooley     | 610 | 632 | 678 |  |
| Mark MacDonald   | 639 | 656 | 629 | Vito Casalino  | 600 | 621 |     |  |
| Mike McMartin    | 610 |     |     | Vicki Arrigo   | 622 | 677 |     |  |
| John MacDonald   | 627 |     |     | Thea King      | 623 |     |     |  |
| Tom Byrne        | 609 |     |     | Debbie Lovely  | 645 |     |     |  |
| Ray Derry        | 682 |     |     | Norma Harrison | 617 |     |     |  |
| Peter Stirpe     | 617 |     |     | Marilyn Gibson | 685 |     |     |  |
| Rob Marshall     | 624 |     |     | Al Masterson   | 603 |     |     |  |
| Robert Revoy     | 654 |     |     | Don Revoy      | 674 |     |     |  |
| Wayne Czarkowski | 607 | 646 | 639 | Gail Mark      | 642 |     |     |  |
|                  |     |     |     | Gary Henderson | 661 | 687 | 658 |  |

|                    |     |     |     |                    |     |     |     |
|--------------------|-----|-----|-----|--------------------|-----|-----|-----|
| Gord Langley       | 610 | 617 |     | Santo Chiodo       | 749 | 767 | 786 |
| Jim Meikle         | 699 | 655 |     | Donna Phalen       | 702 |     |     |
| Les MacDonald      | 627 | 662 |     | Jim Meikle         | 764 |     |     |
| Keith Hughes       | 640 |     |     | Dave Murray        | 707 |     |     |
| Joanne Free        | 684 |     |     | Dan McLean         | 751 |     |     |
| Ron Jones          | 681 | 652 |     | Henry Chibb        | 751 | 705 |     |
| Ryan Farrington    | 639 | 605 | 621 | Rose Sinopoli      | 714 |     |     |
| Steve Bell         | 691 | 627 |     | Gary Henderson     | 729 |     |     |
| Steve Brackenridge | 675 |     |     | Steve Bell         | 785 |     |     |
| Lena Edwards       | 624 |     |     | Debbie Lovely      | 717 |     |     |
| Louis Gervais      | 646 |     |     | Steve Conway       | 720 |     |     |
| Emery Bastarache   | 624 | 648 | 655 | Ken Couvier        | 792 |     |     |
| Steve Siep         | 607 |     |     | Noel Ricketts      | 748 | 787 |     |
| Greg Buller        | 604 | 649 | 619 | Les MacDonald      | 702 | 752 | 701 |
| Mike Reuter        | 679 |     |     | Robert Marshall    | 782 | 770 |     |
| Leanne Marshall    | 600 |     |     | John Byrne         | 707 | 740 |     |
| Rick Deshane       | 617 |     |     | Steve Brackenridge | 716 | 758 | 731 |
| Tim Walton         | 675 |     |     | Todd Taylor        | 758 |     |     |
| Randy Maybee       | 659 |     |     | Robert Revoy       | 700 |     |     |
|                    |     |     |     | Gord Langley       | 705 |     |     |

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Her specialty is smoking cessation, but she is eager to help to with all kinds of problems. "I used to be a heavy smoker, and I know the client

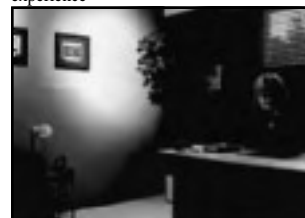
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Lauren works flexible hours to accommodate people who may work shifts or have tricky schedules. She works from her home at 85 Varcoc Road in Courtice where clients can feel at ease in the comfortable office setting. Evening and Saturday appointments are available upon request.

For more information or a consultation call Lauren at (905) 579-8672, or email her at [blmt@rogers.com](mailto:blmt@rogers.com) or visit her Website [www.laurentlamont.cjb.net](http://www.laurentlamont.cjb.net).



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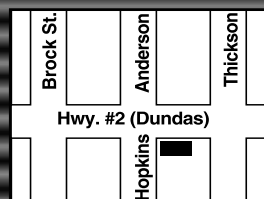
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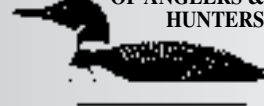
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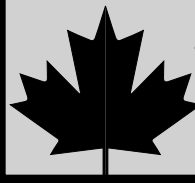
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His first clinical rotation was in Pembroke Pines, Florida, at a private practices dealing heavily in sports vision and contact lenses. It was at this site Dr. Bryant had the privilege of providing vision screening services to the Miami Dolphins football team. He then completed an externship in ocular disease management at the Eye Centers of South Florida while working closely with ophthalmologists. Dr. Bryant also has experience in other specialties, including contact lenses, pediatrics, and low vision, making him a definite asset to our practice.

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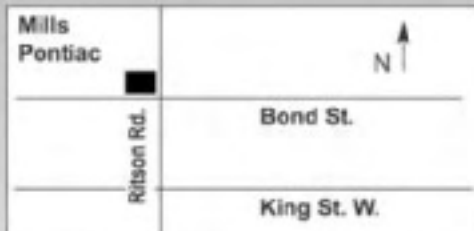
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Star Choice receiver converter dish and manual \$99. firm. Call: 905-728-5199

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Cooper air hockey table in good condition, 3 ft X 6 ft. Call: 905-579-9927

Battery back up system for sump pump; comes with battery, paid over \$300 asking \$150 obo. Call: 905-723-0986

1985 Yamaha motorcycle 750 cc, 4 cyl, 14,000 km, rebuilt carb, gas tank redone, runs good, sell or trade for older 4 wheel-er, \$1250. Call: 905-725-3913

Lamar snowboard & bindings 138 cc \$100; Jackson figure skates 7-1/2 like new \$50; Nova guitar brand new never played \$100; apt sized beer fridge \$25. Call: 905-623-7777

Car stereo 4 Kenwood speakers, 2 power boosters, 1 base box, 2 Piranha speakers, Kenwood am/fm, cassette, excellent condition \$200. Call: 905-213-5510

Free Beta tapes; not free, hundreds of records to be sold as a collection 78's & 45's. Call: 905-579-8418

Free to good home 4 yr old Jack Russell, neutered, all shots, pure bred, no papers, call for details. Call: 905-439-2534

Canon printer; infant car seat/booster; double stroller Peg-perego; 25" RCA TV. Call: 905-579-2522

2000 Cavalier, 5-spd, air, cassette, CD, power locks, cruise, excellent condition, 126,000 km, asking \$6700 certified, e-tested. Call: 705-876-9557

Snowblower 10.5 hp, electric start, 6 forward & 2 reverse gears with canopy, used 3 winters, excellent shape \$650. Call: 905-668-3977

2005 Silverado pick-up new parts back bumper \$325; stainless steel single step rails \$550; 2 front springs \$190; tow hooks \$20. Call: 905-720-3730

Youth white bedroom set twin mate bed, dressers with mirror, desk, bookcase; black corner computer desk. Call: 905-728-5406

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Sales Rep.



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Sales Rep.



Sherry Niblett  
Sales Rep.

We are very proactive in our marketing but are not intending to solicit you if your property is already listed for sale or as a buyer you are under a buyers contract with another firm.

2002 Venture, bucket seats & captains chair, roof rack, fully equipped, excellent condition, 54 K, \$13,900; 1986 Caprice, 1987 Acadia for parts, best offer. Call: 905-263-2084

Moen tap, sink & cabinet; microwave \$40; antique dressing table \$125; glass bar with 2 stools \$230; mahogany coffee table \$70; wedding dress best offer. Call: 905-723-1683

2002 Pontiac Sunfire, factory sunroof, 2-dr, SLX, 15" wheels, Monsoon stereo, indigo blue, 85,000 km, certified & e-tested, asking \$8250. Call: 905-571-7557

Wheelchair newer type, good condition \$125; chest drawers older pine \$45; wooden desk \$30. Call: 905-263-2658

Pine crib \$150; 4 drawer file cabinet \$70; Lowrie organ \$250; white fridge \$150; 2000 Taurus Wagon \$7500 excellent condition. Call: 905-655-1882

Dual Therm propane furnace 50,000 BTU, excellent for garage or hunting cabin, works well \$150 obo. Call: 905-576-5015

2001 Chevy Tracker 4x4, 5-spd manual, certified & e-tested \$10,500. Call: 905-987-5899

Trish Romance Candlelight Stroll unframed; 3 Bon Jovi tickets Jan 24 great seats. Call: 905-728-3328

Solid oak entertainment unit holds 36" TV, 41"W x 6' 6"H, 6 doors, 2 slide back excellent shape, asking \$650. Call: 905-723-4877

Chameleon & habitat includes lights, heat lamps, waterfall, tank & extras \$250 obo. Call: 905-579-4372

1991 Pontiac Tempest, good shape runs well 130,000 original km, needs some body work \$850 obo as is. Call: 905-372-0393

1989 Chevy Blazer 4x4, 4.3 engine, blue & grey, \$600 as is. Call: 905-404-0207

Gibson Flying V with case \$875; 1982 Stratocaster Elite \$950; Gibson Les Paul studio new \$1300. Call: 905-576-0060

Waterfront, Bay of Quinte, living room, dining room, kitchen, 2+1 bedroom, 2 sunrooms, 3+2 pc bath, 3 sheds, partially finished basement. Call: 613-962-2346

Dell computer, CD player, 3 speakers, word processing, hardly used, 2 1/2 yrs old, \$1100 new asking \$425 obo. Call: 905-579-8412

1997 Honda Shadow Ace, 35,000 k, floor boards, lots of chrome, saddle bags, nice clean bike, black/cream 2 tone, whitewall tires, \$6000. Call: 905-447-8109

2 snow tires P185/80R13, used 1 week \$50. Call: 705-292-8478

1979 pick-up truck 4x4; water purification system; 1995 3.3 hp Mercury boat motor used 1 summer, 50 hrs, must see, paid \$900 new best offer. Call: 905-723-2240

1993 Cavalier, 171,000, grey, 2-dr, oil changes 5,000 km, runs great, as is \$2000. Call: 905-987-7268

Portable fold down 2 man fish hut on skis, e-mail photo available \$100. Call: 905-668-4721

Murray Go-Kart new paid \$1600 asking \$1000; 4 Michelin tires LTX-MS 235/75R15, 3 yrs old, fits Ford truck on the rims \$40 ea. Call: 905-431-7078

1988 Ford Mustang; 1989 S15; 1988 S10; 1986 Chevy 3/4 ton parts; 1977 Chevy hood, fenders, doors; Ford truck parts; pigeons. Call: 905-728-7200

Boat trailer new tires \$300; 1985 Chevy 1/2 ton cab \$200; 1/2 ton camper \$75. Call: 905-655-7261

Organ, Electrohome Windsor with bench & music \$200 obo. Call: 905-433-0679

Satellite receivers Bell, Dishnet, Direct TV, brand new antenna rotator HD \$50; Realistic Mach 2 speakers 15" woofers \$100. Call: 905-728-9429

Men's XS survival suit, red with reflectors used 1 season \$200 firm; 1 sheet 4' x 8' plywood with carpet \$15. Call: 905-438-9410

Men's XL Montreal Canadiens pullover winter coat, mint condition \$50 firm. Call: 905-725-0400

## CAW Co-Operating Lawyers

in

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Antique red glasses, bowl, platters, plates \$60; metal single bed with mattress \$60; Reese trailer hitch for Astro van 2000 lb capacity \$65. Call: 905-723-1340

Pro-form stepper; white metal day bed with twin mattress; girls white dresser & bookcase; wicker mirror; best offer. Call: 905-433-0393

Solid wood provincial dining room suite with hutch, walnut \$1200. Call: 905-987-3100

4 aluminum rims 17" end 14" fits GM car; new rear rotors for 92 Regal; complete exhaust for GM Blazer; 1994 Integra clutch & plate; 1990 GM alternator. Call: 905-725-6072

1968 Buick Electra convertible; dishwasher; freezer & much more, check out www.forsale.cursonweb.com. Call: 905-435-0900

1987 Safari van as is \$1000. Call: 905-623-0641

10' slide-in camper; 8 hp Honda motor; ac/dc welder; full-side truck cap; 91 Mazda parts truck; \$350 ea; 1997 Dodge Neon \$950. Call: 905-985-7720

Personal organizer \$10; coveralls \$10; pair battery chargers \$25; skill saw \$25; movie screen \$10; electric motors \$10-\$30. Call: 905-723-9000

Kenmore washer & electric dryer, 4 yrs old, \$500 obo. Call: 905-831-6584

Riding lawnmower/snowblower; fireplace glass door; mahogany 32" door; mesh coated fence. Call: 905-263-8587

**WANTED**

Trailer hitch for Oldsmobile Alero. Call: 705-292-8478

Older guitar or amp. Call: 905-576-0060

Newer Honda XR70 in good condition & reasonably priced. Call: 905-447-3729

1978 to 1981 Yamaha parts bike 650 cc twins. Call: 905-983-8293

1983 9700 Ski-Doo; moto ski Mirage; Ski-Doo Citation; Yamaha Bravo; 1997 Ski-Doo Mach 2; also dirt bikes. Call: 705-277-9495

Front bucket seats for Safari or Astro van, must be in good condition, preferably in brown or tan. Call: 905-433-4781

Eaton's catalogues, books or other Eaton's items and memorabilia, it says Eaton's or is an Eaton's related item, I'm interested. Call: 905-697-2304

1979 or older Chrysler, Dodge or Plymouth cars or light trucks for parts. Call: 705-277-3612

Mattress for 3/4 bed, nice, clean, reasonable. Call: 905-571-4720

Yamaha Sno-scoot for the kids in any condition, Ski-Doo, Mini-X or Elan okay. Call: 905-985-7720

Motorcycle for winter project, basket case, accident damage or non-runner okay. Call: 905-723-7229 Kevin

Snowblower. Call: 905-623-2281

Trees preferably maple, larger the better, cash & carry; axles to build car trailer preferably with surge brakes. Call: 705-277-9495

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## MEETINGS

The General Membership meeting is held at 3:00 p.m. on the first Thursday of every month except July & August.  
The General Motors Unit meeting is held at 3:00 p.m. on the third Thursday of every month except July & August.

The Oshawa Skilled Trades Council meeting is held at 4:00 p.m.  
on the fourth Thursday of every month except June, July, August & December.

CAW Family Auxiliary meetings are held at 8:00 p.m.  
on the first & third Tuesday of every month except July & August.

The Retirees' Chapter meeting is held at 1:00 p.m. on the first Monday of every month except July & August.

**ALL MEETINGS ARE HELD AT THE CAW LOCAL 222 HALL — 1425 PHILLIP MURRAY AVE.**

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### SHIFT #1 NIGHTS

## 2006

### SHIFT #2 NIGHTS

| JANUARY              | FEBRUARY             | MARCH                | APRIL                |
|----------------------|----------------------|----------------------|----------------------|
| S M T W T F S        | S M T W T F S        | S M T W T F S        | S M T W T F S        |
| 1 2 3 4 5 6 7        | 1 2 3 4              | 1 2 3 4              | 1                    |
| 8 9 10 11 12 13 14   | 5 6 7 8 9 10 11      | 5 6 7 8 9 10 11      | 2 3 4 5 6 7 8        |
| 15 16 17 18 19 20 21 | 12 13 14 15 16 17 18 | 12 13 14 15 16 17 18 | 9 10 11 12 13 14 15  |
| 22 23 24 25 26 27 28 | 19 20 21 22 23 24 25 | 19 20 21 22 23 24 25 | 16 17 18 19 20 21 22 |
| 29 30 31             | 26 27 28             | 26 27 28 29 30 31    | 23 24 25 26 27 28 29 |
|                      |                      |                      | 30                   |
| MAY                  | JUNE                 | JULY                 | AUGUST               |
| S M T W T F S        | S M T W T F S        | S M T W T F S        | S M T W T F S        |
| 1 2 3 4 5 6          | 1 2 3                | 1                    | 1 2 3 4 5            |
| 7 8 9 10 11 12 13    | 4 5 6 7 8 9 10       | 2 3 4 5 6 7 8        | 6 7 8 9 10 11 12     |
| 14 15 16 17 18 19 20 | 11 12 13 14 15 16 17 | 9 10 11 12 13 14 15  | 13 14 15 16 17 18 19 |
| 21 22 23 24 25 26 27 | 18 19 20 21 22 23 24 | 16 17 18 19 20 21 22 | 20 21 22 23 24 25 26 |
| 28 29 30 31          | 25 26 27 28 29 30    | 23 24 25 26 27 28 29 | 27 28 29 30 31       |
|                      |                      | 30 31                |                      |
| SEPTEMBER            | OCTOBER              | NOVEMBER             | DECEMBER             |
| S M T W T F S        | S M T W T F S        | S M T W T F S        | S M T W T F S        |
| 1 2                  | 1 2 3 4 5 6 7        | 1 2 3 4              | 1 2                  |
| 3 4 5 6 7 8 9        | 8 9 10 11 12 13 14   | 5 6 7 8 9 10 11      | 3 4 5 6 7 8 9        |
| 10 11 12 13 14 15 16 | 15 16 17 18 19 20 21 | 12 13 14 15 16 17 18 | 10 11 12 13 14 15 16 |
| 17 18 19 20 21 22 23 | 22 23 24 25 26 27 28 | 19 20 21 22 23 24 25 | 17 18 19 20 21 22 23 |
| 24 25 26 27 28 29 30 | 29 30 31             | 26 27 28 29 30       | 24 25 26 27 28 29 30 |
|                      |                      |                      | 31                   |

 GM Contractual Holidays.

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